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सं० १८]

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No. 18]

NEW DELHI, SATURDAY, MAY 5, 1984/VAISAKHA 15, 1906

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके  
Separate paging is given to this Part in order that it may be filed as a separate compilation

## भाग II—खण्ड ३—उप-खण्ड (ii) PART II—Section 3—Sub-section (ii)

(रक्षा मंत्रालय को छोड़कर) भारत सरकार के मंत्रालयों द्वारा जारी किये गये सांविधिक आदेश और अधिसूचनाएं  
Statutory Orders and Notifications issued by the Ministries of the Government of India  
(other than the Ministry of Defence)

### गृह मंत्रालय

(कर्मिक और प्रशासनिक सुधार विभाग)

नई दिल्ली, १६ अप्रैल, १९८४

कां०आ० १४५२.—केन्द्रीय सरकार, दण्ड प्रक्रिया संहिता १९७३ (१९७४ का २) की धारा २४ की उप-धारा (८) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, और अधिसूचना संख्यांक २२५/३१/८१-एन्वीडी-II, तारीख १४-१०-८१ में वर्णित श्री एम०जी० रामान्त, अधिवक्ता की नियुक्ति को अधिकांश करने हुए, श्री पी० आर० नामजोशी, अधिवक्ता, मुम्बई को विशेष लायाधीन, मुम्बई के न्यायालय में हाइड्रॉल ओवरसीज बैंक, मुम्बई के तत्कालीन मैनेज श्री बी०सी०दोषी पी० तथा ९ अन्य के विरुद्ध आर० सी० सं० ६/७३-मुम्बई में राज्य की ओर से उपसंज्ञा होने और अभियोजन का संचालन करने के लिए विशेष काउन्सिल नियुक्त करती है।

[संख्या २२५/३/८४-एन्वीडी-II]

### MINISTRY OF HOME AFFAIRS

(Department of Personnel and Administrative Reforms)

New Delhi, the 16th April, 1984

S.O. 1452.—In exercise of the powers conferred by sub-section (8) of section 24 of the Code of Criminal Procedure, 1973 (2 of 1974) and in supersession of appointment of Shri S. C. Samant, Advocate mentioned in notification No. 225/31/81-AVD. II dated 14/10/1981, the Central Government hereby appoints Shri P. R. Namjoshi, Advocate, Bombay, as a Special Counsel to appear and conduct prosecution on behalf of the State in the Court of the Special Judge, Bombay, in RC No 6/73-Bombay against Shri V. C. Doshi, the then Agent, Indian Overseas Bank, Bombay, and 9 others.

[No. 225/4/84-AVD. II]

नई दिल्ली, १८ अप्रैल, १९८४

कां०आ० १४५३.—केन्द्रीय सरकार, दण्ड प्रक्रिया संहिता, १९७३ (१९७४ का २) की धारा २४ की उपधारा (८) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए और अधिसूचना संख्यांक २२५/४२/३०-एन्वीडी-II, तारीख १६-९-८० को अधिकांश करने हुए, श्री एम० रामाकृष्णा, अधिवक्ता को आंध्र प्रदेश उच्च न्यायालय, हैदराबाद में दिल्ली विशेष पुलिस स्थापन के मामलों में उद्भूत अपीलों और अन्य मामलों में उपसंज्ञा होने तथा उनका संचालन करने के लिए विशेष लोक अभियोजक नियुक्त करती है।

[सं० २२५/१७/८४-एन्वीडी-II]

New Delhi, the 18th April, 1984.

S.O. 1453.—In exercise of the powers conferred by sub-section (8) of section 24 of the Code of Criminal Procedure, 1973 (2 of 1974) and in supersession of Notification No. 225/42/80-AVD. II dated the 15th September, 1980, the Central Government hereby appoints Shri M. Ramakrishna, Advocate, as Special Public Prosecutor to appear and conduct appeals and other matters arising out of Delhi Special Police Establishment cases in the High Court of Andhra Pradesh at Hyderabad.

[No. 225/17/83-AVD. II]

नई दिल्ली, २१ अप्रैल, १९८४

कां०आ० १४५४.—केन्द्रीय सरकार, दिल्ली विशेष पुलिस स्थापन अधिनियम, १९४६ (१९४६ का २५) की धारा ३ द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, निम्नलिखित अपराधों को ऐसे अपराधों के रूप में

विनिर्दिष्ट करती है, जिनका अन्वेषण दिल्ली विशेष पुलिस स्थापन द्वारा किया जाएगा, अर्थात् :—

- (क) यान-हরণ निवारण अधिनियम, 1982 (1983 का 65) की धारा 4 और धारा 5 के अधीन दण्डनीय अपराध
- (ख) खण्ड (क) में उल्लिखित या अधिक अपराधों के संबंध में या उनसे संबंधित प्रयत्न, बुद्धिपूर्ण और पडवत तथा उन्हीं तथ्यों से उत्पन्न होने वाले एक ही संयोजन के अनुक्रम में किया गया कोई अन्य अपराध।

[सं० 228/4/83-ए०वी०डी०-II]

एच.के. वर्मा, अवर सचिव

New Delhi, the 21st April, 1984

S.O. 1454.—In exercise of the powers conferred by section 3 of the Delhi Special Police Establishment Act, 1946 (25 of 1946), the Central Government hereby specified the following offences as the offences which are to be investigated by the Delhi Special Police Establishment, namely :—

- (a) Offences punishable under sections 4 and 5 of the Anti-Hijacking Act, 1932 (65 of 1932).
- (b) attempts, abetments and conspiracies in relation to, or in connection with, one or more of the offences mentioned in clause (a) and any other offence committed in the course of the same transaction arising out of the same facts.

[No. 228/4/83-AVD. II]

H. K. VERMA, Under Secy.

वित्त मंत्रालय

(राजस्व विभाग)

नई दिल्ली, 12 अप्रैल, 1984

आदेश

स्टाम्प

का० आ० 1455.—भारतीय स्टाम्प अधिनियम 1899 (1899 का 2) की धारा 9 की उपधारा (1) के खंड (क) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार एतद्वारा उस शुल्क को माफ करती है जो विमम्बर, 1982 में तमिल हाउसिंग बोर्ड द्वारा केवल दो सौ सैन्सलीस लाख पचास हजार रुपये मूल्य के स्टॉक प्रमाण पत्रों और प्राथमरी मोटों के रूप में जारी किए जाने वाले, प्रत्याभूत ऋण पत्रों पर उक्त अधिनियम के अन्तर्गत प्रभावी हैं।

[सं० 26/84-स्टाम्प-का० सं० 33/18/84-वि०क०]

भगवान दास, अवर सचिव

MINISTRY OF FINANCE

(Department of Revenue)

New Delhi, the 12th April, 1984.

ORDER

STAMPS

S.O. 1455.—In exercise of the powers conferred by clause (a) of sub-section (1) of section 9 of the Indian Stamp Act, 1899 (2 of 1899) the Central Government hereby remits the duty with which the guaranteed debenture in the form of stock certificates and promissory notes of the value of rupees two hundred forty seven lakhs and fifty thousand only issued by the Tamil Housing Board in December, 1982 are chargeable under the said Act.

[No. 26/84-Stamp-F. No. 33/18/84-ST]

BHAGWAN DAS, Under Secy.

नई दिल्ली, 19 अप्रैल, 1984

आयकर

का० आ० 1456.—आयकर अधिनियम, 1961 (1961 का 43) की धारा 194 की उपधारा (3) के खण्ड (iii) के उप-खण्ड (घ)

के अनुसरण में, केन्द्रीय सरकार, एतद्वारा माफती उद्योग लिमिटेड, गुर्गांव (हरियाणा) को उक्त उप-खण्ड के प्रयोजनार्थ अधिसूचित करती है।

[का० सं० 275/2/84-आ०क० (व०)]

बी० नागराजन, उप-सचिव

New Delhi, the 19th April, 1984

INCOME-TAX

S.O. 1456.—In pursuance of sub-clause (f) of clause (iii) of sub-section (3) of section 194A of the Income-tax Act, 1961 (43 of 1961), the Central Government hereby notifies Maruti Udyog Limited, Gurgaon (Haryana), for the purposes of the said sub-clause.

[F. No. 275/2/84-IT(B)]

B. NAGARAJAN, Dy. Secy.

केन्द्रीय उत्पाद शुल्क और सीमा शुल्क बोर्ड

नई दिल्ली, 5 मई, 1984

सं० 118/84-सीमा शुल्क

का० आ० 1457.—केन्द्रीय उत्पाद शुल्क और सीमा शुल्क बोर्ड, सीमा शुल्क अधिनियम 1962 (1962 का 52) की धारा 9 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उत्तर प्रदेश राज्य में ऋषिकेश के पास ही वीरभद्र गांव को भाण्डागार स्टेशन के रूप में घोषित करता है।

[का० सं० 473/116/83-सीमा शुल्क-7]

टी० एच० के० घोरी, अवर सचिव

CENTRAL BOARD OF EXCISE AND CUSTOMS

New Delhi, the 5th May, 1984

NOTIFICATION

No. 118/84-CUSTOMS

S.O. 1457.—In exercise of the powers conferred by section 9 of the Customs Act, 1962 (52 of 1962), the Central Board of Excise and Customs hereby declares village Virbhadr near Rishikesh in the State of Uttar Pradesh to be a warehousing station.

[F. No. 473/116/83-CUS. VII]

T.H.K. GHOURI, Under Secy.

केन्द्रीय प्रत्यक्ष कर बोर्ड

नई दिल्ली, 3 मार्च, 1982

(आयकर)

का० आ० 1458.—केन्द्रीय प्रत्यक्ष-कर बोर्ड, आयकर अधिनियम 1961 (1961 का 43) की धारा 121 की उप-धारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए आयकर आयुक्त अन्वेषण हैदराबाद को वह अधिकारिता प्रदत्त की है जो आयकर आयुक्त आन्ध्र प्रदेश I, आन्ध्र प्रदेश II और विशाखापटनम की समबर्ती हैं, और केन्द्रीय प्रत्यक्ष कर बोर्ड धारा 121 की उप-धारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, निर्देश देता है कि इससे [उपाखण्ड] अनुसूची के स्तंभ (1) में विनिर्दिष्ट आयकर आयुक्त जिसका मुख्यालय इसके स्तंभ (2) में विनिर्दिष्ट है, केवल ऐसे मामलों या वर्गों के मामलों की बाबत, जो उक्त अनुसूची के स्तंभ 3 में विनिर्दिष्ट हैं, कृत्यों का पालन करेगा तथा अधिकार आयुक्त आंध्र प्रदेश II, आंध्र प्रदेश II और विशाखापटनम उन मामलों या वर्गों के मामलों की बाबत जो उक्त अनुसूची के स्तंभ 3 में विनिर्दिष्ट हैं अपनी अधिकारिता का प्रयोग नहीं करेगा।

अनुसूची

आयकर आयुक्त	मुख्यालय	अधिकारिता
(1)	(2)	(3)
(अन्वेषण)	हैदराबाद	(क). वे सभी मामले जहां आय हैदराबाद की विवरणियां सर्वेक्षण

1	2	1	2	3
	परिणाम स्वल्प फाइल की जाती है या जहाँ आय की ऐसी विवरणियाँ प्रथम बार ऐसे क्षेत्रों में फाइल की गई हैं जो आयकर आयुक्त आंध्र प्रदेश I, आंध्र प्रदेश II और विशाखापटनम की अधिकारिता में समाविष्ट हैं और जहाँ ऐसी विवरणियाँ 1-4-1982 के पश्चात् फाइल की गई हैं और ऐसे मामले जिनमें धारा 139(2) के अधीन सूचनाएं जारी कर दी गई हैं। तथापि कंपनियों तथा वेतनभोगी निर्धारितियों की बाबत अधिकारिता पूर्ववत् निहित बनी रहेगी अर्थात् संबंध क्षेत्रीय आयकर आयुक्त में निहित रहेगी।		result of survey or where such returns of income are those filed for the first time in the areas comprised with the jurisdiction over Commissioner of Income-tax, A. P-I, A. P-II and Visakhapatnam and where such returns are filed after 1-4-82 and in cases where notices under section 139 (2) are issued. However, in respect of companies trusts, salaried assessees, the jurisdiction will continue to vest as hitherto before, viz, with the concerned territorial Commissioner of Income-tax,	
(ख)	1. सर्वेक्षण सर्किल, हैदराबाद 2. सर्वेक्षण सर्किल, विशाखापटनम 3. सर्वेक्षण सर्किल, विजयवाड़ा		B. 1. Survey Circle, Hyderabad 2. Survey Circle, Visakhapatnam 3. Survey Circle, Vijaywada	
(ग)	आयकर आयुक्त (अन्वेषण) द्वारा ऊपर क में वर्णित मामलों के बारे में कार्यवाही करने के लिए धारा 124 (1) द्वारा उसमें निहित शक्तियों के अधीन सृजित कोई सर्किल।		C. Any circle created by Commissioner of Income-tax (Investigation) under the powers vested in him by section 124 (1) to deal with the cases described in A above	

This notification shall come into force from 7th March, 1982

[No. 4499/F.No. 187/38/81-IT (AI)]

(आयकर)

यह अधिसूचना 7 मार्च, 1982 से प्रभावी होगी।

[सं० 4499/फा० सं० 187/38/81-आई.टी. (ए.आई.)]

**CENTRAL BOARD OF DIRECT TAXES**  
New Delhi, the 3rd March, 1982  
(INCOME-TAX)

S.O. 1458.—Whereas in exercise of the powers conferred by sub-section (1) of section 121 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes have conferred on Commissioner of Income-tax, Investigation, Hyderabad, jurisdiction concurrent with those of the Commissioners of Income-tax, Andhra Pradesh-I, Andhra Pradesh-II and Visakhapatnam, the Central Board of Direct Taxes in exercise of the powers conferred by sub-section (2) of section 121, hereby directs that the Commissioner of Income-tax specified in column (1) of the schedule hereto annexed with headquarters specified in column (2) thereof shall alone perform functions in respect of such cases or classes of cases as are referred to in column (3) of the said schedule and the Commissioners of Income-tax, Andhra Pradesh-I, Andhra Pradesh-II and Visakhapatnam shall not exercise over the cases or classes of case as are referred to in column 3 of the said schedule.

**SCHEDULE**

Commissioner of Income-Tax	Head-quarter	Jurisdiction
1	2	3
(Investigation) Hyderabad	Hyderabad	All cases where return of income are filed as

फा० आ० 1458.—केंद्रीय प्रत्यक्ष कर बोर्ड, आयकर अधिनियम, 1961 (1961 का 43) की धारा 121 की उप-धारा (1) द्वारा प्रवर्तन शक्तियों का प्रयोग करते हुए निर्देश देता है कि इससे उपाबंध अनुसूची के स्तंभ (1) में विनिर्दिष्ट आयकर आयुक्त, जिनके मुख्यालय उनके (स्तंभ 2) में विनिर्दिष्ट हैं, ऐसे क्षेत्रों का ऐसे व्यक्तियों या ऐसे मामलों या वर्गों के मामलों की बाबत, जो उक्त अनुसूची के स्तंभ (3) में निर्दिष्ट आयकर आयुक्त की अधिकारिता में समाविष्ट हैं, कृत्य करेगा।

परन्तु यह कि आयकर आयुक्त ऐसे व्यक्तियों या मामलों की बाबत भी कृत्य करेगा जो केंद्रीय प्रत्यक्ष कर बोर्ड द्वारा उनके अधीनस्थ किसी आयकर प्राधिकारी को समनुदेशित किए गए हैं या किए जाएंगे; परन्तु यह और कि आयुक्त ऐसे व्यक्तियों या मामलों की बाबत कृत्य नहीं करेगा जो उनकी अधिकारिता के बाहर किसी आयकर प्राधिकारी को समनुदेशित किए गए हैं या किए जाएंगे।

आयकर आयुक्त	मुख्यालय	अधिकारिता
आयकर आयुक्त (अन्वेषण) हैदराबाद	हैदराबाद	आंध्र प्रदेश-I आंध्र प्रदेश-II और विशाखापटनम

यह अधिसूचना 7-3-1982 से प्रभावी होगी।

[सं० 4502/फा० सं० 187/38/81-आई.टी. (ए.आई.)]

वी०वी० श्रीनिवासन, सचिव,  
केंद्रीय प्रत्यक्ष-कर बोर्ड

## INCOME-TAX

S.O. 1459 In exercise of the powers conferred by sub-section (1) of Section 121 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes, hereby directs that the Commissioner of Income-tax specified in Column (1) of the schedule hereby annexed headquarters specified in column (2) thereof shall perform his functions in respect of such areas or such persons or of such cases or classes of cases as are comprised in the jurisdiction of the Commissioner of Income-tax referred to in Column (3) of the said schedule.

Provided that the Commissioner of Income-tax shall also perform his functions in respect of such persons or such cases as have been or may be assigned by the Central Board of Direct Taxes to any Income-tax authority subordinate to him. Provided further that the Commissioner shall not perform his functions in respect of such persons or such cases as have been or may be assigned to any Income-tax authority outside his jurisdiction.

## SCHEDULE

Commissioner of Income Tax	Head-quarters	Jurisdiction
1	2	3
CIT (Inv). Hyderabad.	Hyderabad.	Andhra Pradesh-I, Andhra Pradesh-II and Visakhapatnam

This notification shall come into effect from 7-3-1982.

[No. 4502 /F. No. 187/38/81-IT(AI)]

V.B. SRINIVASAN, Secy.

Central Board of Direct Taxes

(नई दिल्ली, 25 मई, 1982)

का० आ० 1460:- केन्द्रीय प्रत्यक्ष कर बोर्ड ने आयकर अधिनियम, 1961 (1961 का 43) की धारा 121 की उपधारा (1) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए आयकर आयुक्त (अन्वेषण) हैदराबाद को आयकर आयुक्त आन्ध्र प्रदेश I, आंध्र प्रदेश II और विशाखापटनम का समवर्ती अधिकारिता प्रदान की है और केन्द्रीय प्रत्यक्ष कर बोर्ड, धारा 121 की उपधारा (2) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए निर्देश देता है कि इससे उपाबद्ध अनुसूची के स्तंभ (1) में विनिर्दिष्ट आयकर आयुक्त, जिसका मुख्यालय इसके स्तंभ (2) में विनिर्दिष्ट है, ऐसे मामले या मामलों के वर्गों की बाबत जो उक्त अनुसूची के स्तंभ (3) में विनिर्दिष्ट हैं, कृपया का पालन करेगा तथा आयकर आयुक्त आंध्र प्रदेश I आंध्र प्रदेश II और विशाखापटनम उन मामलों या मामलों के वर्गों की बाबत जो अनुसूची के स्तंभ (3) में विनिर्दिष्ट हैं, अपनी अधिकारिता का प्रयोग नहीं करेंगे।

## अनुसूची

आयकर आयुक्त	मुख्यालय	अधिकारिता
1	2	3
(अन्वेषण) हैदराबाद	हैदराबाद	(क) सभी मामले जहाँ आय की विवरणियाँ सर्वेक्षण के परिणाम स्वरूप फाइल की जाती हैं, या जहाँ आय की ऐसी विवरणियाँ, जो प्रथम बार ऐसे क्षेत्रों में फाइल

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की गई हैं, जो आयकर आंध्र प्रदेश I, आंध्र प्रदेश II और विशाखापटनम की अधिकारिता में समाविष्ट हैं, जहाँ ऐसी विवरणियाँ 1-12-1979 के पश्चात फाइल की गई हैं और ऐसे मामलों में फाइल की जाती हैं, जिनमें धारा 139(2) के अर्थात् सूचनाएँ जारी की जाती हैं जहाँ सर्वेक्षण सफल धारा 124(1) द्वारा उसमें विहित शक्तियों का प्रयोग करते हुए आयकर आयुक्त (निरीक्षण) द्वारा सृजित किए जाते हैं या किए जाए तथापि कम्पनियों, न्यासों और वेतन-भोसी निर्धारणियों की बाबत अधिकारिता पूर्ववत् विहित धनी रहेगी अर्थात् संबद्ध क्षेत्रीय आयकर आयुक्त में विहित रहेगी।

(ख) सर्वेक्षण सफल, हैदराबाद

(ग) विशेष अन्वेषण सफल 1 और II हैदराबाद।

(घ) विशेष अन्वेषण सफल गूंदर

(ङ) विशेष अन्वेषण सफल, विशाखापटनम।

यह अधिसूचना 1 जून, 1982 से प्रभावी होगी

[सं० 4638 (फा०सं० 187/38/81आई०टी०(ए1))]

New Delhi, the 25th May, 1982

(Income-Tax)

S.O. 1460 Whereas in exercise of the powers conferred by sub-section (1) of Section 121 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes have conferred on Commissioner of Income-tax (Investigation), Hyderabad Jurisdiction concurrent with those of the Commissioners of Income-tax, Andhra Pradesh-I, Andhra Pradesh-II and Visakhapatnam, the Central Board of Direct Taxes in exercise of the powers conferred by sub-section (2) of Section 121, hereby directs that the Commissioner of Income-tax specified in column (1) of the schedule hereto annexed with headquarters specified in Column (2) thereof shall alone perform functions in respect of such cases or classes of cases as are referred to in column (3) of the said schedule and the Commissioners of Income-tax, Andhra Pradesh-I, Andhra Pradesh-II and Visakhapatnam shall not exercise over the cases or classes of cases as are referred to in column 3 of the said schedule.

## SCHEDULE

Commissioner of Income-Tax	Head-quarters	Jurisdiction
1	2	3
(Investigation), Hyderabad.	Hyderabad.	A, All cases where returns of income are filed as a



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result of survey or where such returns of income are those filed for the first time in the areas comprised within the jurisdiction of the Commissioner of Income-tax, Andhra Pradesh-I, Andhra Pradesh-II, and Visakhapatnam, where such returns are filed after 1-12-1979 and in cases where notices u/s. 139(2) are issued, where survey circles are created or may be created by the Commissioner of Income-tax (Investigation under the powers vested in him by sec. 124(1). However, in respect of companies, trusts, salaried assesses, the jurisdiction will continue to vest as before viz with the concerned territorial Commissioners of Income-tax

- B. Survey Circle, Hyderabad  
C. Special Investigation Circle-I & II, Hyderabad  
D. Special Investigation Circle, Guntur  
E. Special Investigation Circle, Visakhapatnam

This notification shall come into force from 1st June, 1982  
[No. 4638 /F. No. 187/38/81-IT (AI)]

नई दिल्ली, 25 जून, 1982

आयकर

का०आ० 1461:- कन्द्रीय प्रत्यक्षकर बोर्ड, आयकर अधिनियम, 1961 (1961 का 43) की धारा 121 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, अधिसूचना सं० 4638 तारीख 25-5-82 में निम्नलिखित परिशोधन करना है। स्तंभ 3 के नीचे निम्नलिखित प्रविष्टि जोड़ी जाएगी।

आयकर आयुक्त	मुख्यालय	अधिकारिता
(1)	(2)	(3)
(अन्वेषण), हैदराबाद।	हैदराबाद	एक० फिल्म सर्किल हैदराबाद।

यह अधिसूचना 1 जुलाई, 1982 से प्रभावी होगी।

[सं० 4765/का०सं० 187/38/81-आईटी (ए.आई.)]  
मिलाप जैन, अवर सचिव  
कन्द्रीय प्रत्यक्ष कर बोर्ड

#### INCOME-TAX

New Delhi, the 25th June, 1982

S.O. 1461—In exercise of the powers conferred by sub-section (2) of Section 121 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes, hereby makes the following additions to its Notification No 4638 dated 25-5-82.

The following entry shall be added under Co. 3

Commissioner of Income-Tax	Head-quarters	Jurisdiction
1	2	3
(Investigation), Hyderabad	F. Film Circle, Hyderabad	Hyderabad

This notification shall take effect from 1st July, 1982

[No. 4765/ F.No. 187/38/81-IT (AD)  
MILAP JAIN, Under Secy,  
Central Board of Direct Taxes

नई दिल्ली, 29 विमम्बर, 1983

आयकर

का०आ० 1462:-यतः, आयकर अधिनियम, 1961 (1961 का 43) की धारा 121 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, कन्द्रीय प्रत्यक्ष कर बोर्ड ने तमिलनाडु-I, तमिलनाडु-II, तमिलनाडु-III, तमिलनाडु-IV, मद्रुरै तथा कोयम्बतूर के आयकर आयुक्तों के समवर्ती क्षेत्राधिकार आयकर आयुक्त (जांच), मद्रास को प्रदत्त किए हैं, कन्द्रीय प्रत्यक्ष कर बोर्ड द्वारा 121 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए एतद्वारा निवेश देता है कि इसके साथ संलग्न अनुसूची के स्तम्भ (1) में विनिर्दिष्ट आयकर आयुक्त, जिसका प्रधान कार्यालय उक्त अनुसूची के स्तम्भ (2) में विनिर्दिष्ट है, उक्त अनुसूची के स्तम्भ (3) में यथा-उल्लिखित ऐसे मामलों अथवा मामलों की श्रेणियों के संबंध में अकेले कार्यों का निर्वहण करेगा और तमिलनाडु I, तमिलनाडु-II, तमिलनाडु-III, तमिलनाडु-IV, तमिलनाडु-V, मद्रुरै तथा कोयम्बतूर के आयकर आयुक्त उक्त अनुसूची के स्तम्भ (3) में यथा-उल्लिखित मामलों अथवा मामलों की श्रेणियों के संबंध में कार्य नहीं करेंगे।

अनुसूची

आयकर आयुक्त	प्रधान कार्यालय	क्षेत्राधिकार
(1)	(2)	(3)

(जांच) मद्रास मद्रास (क) तमिलनाडु-I, तमिलनाडु-II, तमिलनाडु-III, तमिलनाडु-IV, तमिलनाडु-V, मद्रुरै तथा कोयम्बतूर के आयकर आयुक्तों के क्षेत्राधिकार में आने वाले क्षेत्रों के बारे में सर्वेक्षण की सामान्य शक्तियां।  
(ख) निम्नलिखित परिमंडलों के प्रादेशिक क्षेत्राधिकार में आने वाले वे सभी मामले जिनका कर-निर्धारण 1-4-83 की स्थिति के अनुसार नहीं हुआ है।

(i) विशेष सर्वेक्षण परिमंडल (पहला आयकर अधिकारी, दूसरा आयकर अधिकारी, तीसरा आयकर अधिकारी, चौथा आयकर अधिकारी पांचवां आयकर अधिकारी), मद्रास।

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New Delhi, the 29th December, 1983

## INCOME-TAX

S.O. 1462.—Whereas in exercise of the powers conferred by sub-section (1) of Section 121 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes, have conferred on Commissioner of Income-tax (Investigation) Madras, jurisdiction concurrent, with those of the Commissioners of Income-tax, Tamil Nadu-I, Tamil Nadu-II, Tamil Nadu-III, Tamil Nadu-IV, Tamil Nadu-V, Madurai and Coimbatore, the Central Board of Direct Taxes in exercise of the powers conferred by sub-section (2) of Section 121, hereby directs that the Commissioner of Income-tax specified in Column (1) of the Schedule here to annexed with headquarters specified in column (2) thereof shall alone perform functions in respect of such cases or classes of cases as are referred to in column (3) of the said schedule and the Commissioners of Income-tax, Tamil-Nadu-I, Tamil Nadu-II, Tamil Nadu-III, Tamil Nadu-IV, Tamil Nadu-V, Madurai and Coimbatore shall not exercise functions over the cases or classes of cases as are referred to in column (3) of the said schedule.

## SCHEDULE

Commissioner of Income Tax	Head-quarters	Jurisdiction
1	2	3
(Investigation) Madras	Madras	A. General power of Survey in respect of areas comprised in the jurisdiction of Commissioners of Income tax, Tamil Nadu-I, Tamil Nadu-II, Tamil Nadu-III, Tamil Nadu-IV, Tamil Nadu-V, Madurai and Coimbatore. B. All cases not hitherto assessed as on 1-4-83 falling in the territorial jurisdiction of following circles: (i) Spl. Survey Circles (1st ITO, 2nd ITO, 3rd ITO, 4th ITO, 5th ITO), Madras. (ii) Spl. Survey Circles (1st ITO, 2nd ITO), Coimbatore. (iii) Spl. Survey Circle 1st ITO, 2nd ITO), Madurai. Provided that the Commissioner of Income tax (Investigation) Madras would cease to have jurisdiction over cases of survey circles on the 1st May following a Financial Year where at least one assessment has been completed during the preceding financial year. In respect of all such cases jurisdiction would stand vested in the territorial Commissioner of Income-tax, Tamil Nadu-I, Tamil Nadu-II, Tamil Nadu-III,

(ii) विशेष सर्वेक्षण परि-

मंडल (पहला आयकर अधिकारी, दूसरा आयकर अधिकारी), कोयम्बतूर।

(iii) विशेष सर्वेक्षण परि-

मंडल (पहला आयकर अधिकारी, दूसरा आयकर अधिकारी, मदुरै।

परन्तु आयकर आयुक्त

(जांच) मद्रास का किसी

वित्तीय वर्ष के बाद आने

वाले पहली मई को उन

सर्वेक्षण परिमंडल के

मामलों में क्षेत्राधिकार

समाप्त हो जाएगा जहां

कम से कम एक कर-

निर्धारण पूर्ववर्ती वित्तीय

वर्ष के दौरान पूरा हो गया

है। ऐसे सभी मामलों के

संबंध में यथावस्था, क्षेत्रा-

धिकार तमिलनाडु-I,

तमिलनाडु-II, तमिलनाडु-III,

तमिलनाडु-IV, तमिलनाडु,

मदुरै तथा कोयम्बतूर के

प्रादेशिक आयकर आयुक्तों

में निहित होंगे।

(घ) 1. विशेष जांच परिमंडल

1(1), मद्रास।

2. विशेष जांच परिमंडल-1

(2), मद्रास।

3. विशेष जांच परिमंडल-II

(1), मद्रास।

4. विशेष जांच परिमंडल-II

(2), मद्रास।

5. विशेष जांच परिमंडल-III

मद्रास।

6. विशेष जांच परिमंडल,

कोयम्बतूर।

(ङ) (ख) तथा (ग) में उल्लिखित

परिमंडलों के अंतर्गत आने

वाले क्षेत्रों/मामलों के संबंध

में आयकर आयुक्त (जांच),

मद्रास द्वारा सूचित कोई भी

परिमंडल तथा बोर्ड की दिनांक

23-3-82 की अधिसूचना सं०

4534 (फा० सं० 187/36/

81-आ० का० नि०-1) के

कारण उसके क्षेत्राधिकार में

समाविष्ट क्षेत्रों में आने वाले

मामले।

यह अधिसूचना 1-1-1984 से प्रभावी होगी।

[सं० 5554 : (फा० सं० 187/12/83-आ० का० नि०-1)

पी० के० सक्सेना, सचिव

केन्द्रीय प्रत्यक्ष कर बोर्ड]

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Tamil Nadu-IV, Tamil Nadu-V, Madurai and Coimbatore as the case may be.

- C. 1. Spl. Investigation Cir. I(1), Madras.  
2. Spl. Investigation Cir. I(2), Madras.  
3. Spl. Investigation Cir. II(1), Madras.  
4. Spl. Investigation Cir. II(2), Madras.  
5. Spl. Investigation Cir. III, Madras.  
6. Spl. Investigation Circle, Coimbatore.

D. Any circle created by the Commissioner of Income-tax (Inv.) Madras in respect of areas/cases covered by the Circles mentioned in B and C and cases falling in area comprised in his jurisdiction by virtue of Boards notification No. 4534 (F., No. 187/36/81-I.T.AI, dated 23-3-82.

This notification shall come into force from 1-1-1984.

[No. 5554 : 187/12/83-IT (AI)]

P. SAXENA, Secy.

Central Board of Direct Taxes.

(आर्थिक कार्य विभाग)

(बैंकिंग प्रभाग)

नई दिल्ली, 21 अप्रैल, 1984

का०आ० 1463.—बैंक कारी विनियमन अधिनियम, 1949 (1949 का 10) की धारा 53 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार भारतीय रिजर्व बैंक की सफाई पर एतद्वारा यह घोषणा करती है कि उक्त अधिनियम की तृतीय अनुसूची में दिए गए प्रारूप के साथ संलग्न टिप्पणी (एफ०) के उपबन्ध में निम्नलिखित बैंकों पर, जहां तक कि 31 दिसम्बर, 1983 को उनके तुलनपत्र का संबंध है, लागू नहीं होंगे।

1. यूनाइटेड बैंक आफ इंडिया
2. इंडियन ओवरसीज बैंक

[सं० 15/5/84-बी०ओ०-II]

माधव वैद्य, अवर सचिव

(Department of Economic Affairs)

(Banking Division)

New Delhi, the 21st April, 1984

S.O. 1463.—In exercise of the powers conferred by Section 53 of the Banking Regulation Act, 1949 (10 of 1949) the Central Government on the recommendations of the Reserve Bank of India hereby declares that the provisions of Note (F) appended to the form 'A' in the Third Schedule of the said Act shall not apply to the following banks viz.:

1. United Bank of India,
2. Indian Overseas Bank.

in respect of their balance sheet as on the 31st December, 1983.

[No. 15/5/84-B.O.-III]

M. R. VAIDYA, Under Secy.

नई दिल्ली, 7 अप्रैल, 1984

का०आ० 1464.—प्रादेशिक ग्रामीण बैंक अधिनियम, 1976 (1976 का 21) की धारा 11 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार एतद्वारा श्री बी० तिरुमल्लो को पांड्यन ग्राम बैंक, सतूर (तमिलनाडु) का अध्यक्ष नियुक्त करती है तथा 2-5-84 से प्रारम्भ होकर 31-5-1987 को समाप्त होने वाली अवधि को उस अवधि के रूप में निर्धारित करती है जिसके दौरान श्री बी० तिरुमल्लो अध्यक्ष के रूप में कार्य करेंगे।

[सं० 2/43/82-आर०आर०बी०]

New Delhi, the 7th April, 1984

S.O. 1464.—In exercise of the powers conferred by sub-section (1) of Section 11 the Regional Rural Banks Act, 1976 (21 of 1976) of the Central Government hereby appoints Shri V. Thirumalai as the Chairman of the Pandyan Grama Bank, Sattur (Tamil Nadu) and specifies the period commencing on the 2-5-1984 and ending with the 31-5-1987 as the period for which the said Shri V. Thirumalai shall hold office as such Chairman.

[No. 2(43)/82-RRB]

का०आ० 1465.—प्रादेशिक ग्रामीण बैंक अधिनियम 1976 (1976 का 21) की धारा 11 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार एतद्वारा श्री विश्व मोहन पटनायक को पुरी ग्राम्या बैंक पिपली (उड़ीसा) का अध्यक्ष नियुक्त करती है और 2-4-84 से प्रारम्भ होकर 30-4-1987 को समाप्त होने वाली अवधि को उस अवधि के रूप में निर्धारित करती है, जिसके दौरान श्री विश्वमोहन पटनायक अध्यक्ष के रूप में कार्य करेंगे।

[सं० 2/10/82-आर०आर०बी०]

S.O. 1465.—In exercise of the powers conferred by sub-section (1) of the Section 11 of the Regional Rural Banks Act, 1976 (21 of 1976) the Central Government hereby appoints Shri Biswa Mohan Patnaik as the Chairman of the Puri Gramya Bank, Pipli (Orissa) and specifies the period commencing on the 2-4-1984 and ending with the 30-4-1987 as the period for which the said Shri Biswa Mohan Patnaik shall hold office as such Chairman.

[No. 2/(10)/82-RRB]

का० आ० 1466.—प्रादेशिक ग्रामीण बैंक अधिनियम 1976 (1976 का 21) की धारा 11 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार एतद्वारा श्री प्रेम प्रकाश रस्तोगी को बस्ती ग्रामीण बैंक, बस्ती (उ० प्र०) का अध्यक्ष नियुक्त करती है तथा 4-3-84 से प्रारम्भ होकर 31-3-1987 को समाप्त होने वाली अवधि को उस अवधि के रूप में निर्धारित करती है जिसके दौरान श्री प्रेम प्रकाश रस्तोगी अध्यक्ष के रूप में कार्य करेंगे।

[सं० 2/76/82-आर०आर०बी०]

S.O. 1466.—In exercise of the powers conferred by sub-section (1) of Section 11 of the Regional Rural Banks Act, 1976 (21 of 1976) the Central Government hereby appoints Shri Prem Prakash Rastogi as the Chairman of the Basti Gramin Bank, Basti (U.P.) and specifies the period commencing on the 4-3-84 to and ending with the 31-3-1987 as the period for which the said Prem Prakash Rastogi shall hold office as such Chairman.

[No. 2/76/82-RRB]

का०आ० 1467.—प्रादेशिक ग्रामीण बैंक अधिनियम 1976 (1976 का 21) की धारा 11 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार एतद्वारा श्री एन० चन्द्र शेखर राव को श्री बैंकेश्वर ग्रामीण बैंक, चित्तूर (आ०प्र० 1) का अध्यक्ष नियुक्त

करती है तथा 22-3-84 से प्रारम्भ होकर 31-3-1987 को समाप्त होने वाली अवधि की उम्र अवधि के रूप में निर्धारित करती है जिसके दौरान श्री एन० चन्द्र शेषर राय अध्यक्ष के रूप में कार्य करेंगे।

[सं० एफ० 2/90/82-आर०आर०बी०]

एम०एस० हसूरकर, निदेशक

S.O. 1467.—In exercise of the powers conferred by sub-section (1) of Section 11 of the Regional Rural Banks Act, 1976 (21 of 1976), the Central Government hereby appoints Shri N. Chandra Sekara Rao as the Chairman of Shri Venkateswara Gramena Bank, Chittoor (A.P.) and specifies the period commencing on the 22-3-84 and ending with the 31-3-1987 as the period for which the said Shri N. Chandra Sekara Rao shall hold office as such Chairman.

[No. 2(90)/82-RRB]

S. S. HASURKAR, Director

नई दिल्ली, 23 अप्रैल, 1984

का०आ० 1468—राष्ट्रीयकृत बैंक (प्रबन्ध और विविध उपबन्ध) योजना, 1970 के खंड 3 के उपखंड (ग) के अनुसरण में भारतीय रिजर्व बैंक के परामर्श से केन्द्रीय सरकार एतद्वारा श्री के०डी० खेडा, प्रबन्धक, राजेन्द्र प्लेस शाखा, पंजाब नेशनल बैंक नई दिल्ली-110008, को 23 अप्रैल, 1984 से पंजाब नेशनल बैंक के निदेशक के रूप में नियुक्त करती है।

[सं० 9/15/84-बी०ओ०]

New Delhi, the 23rd, April, 1984

S.O. 1468.—In pursuance of sub-clause (c) of clause 3 of the Nationalised Banks (Management and Miscellaneous Provisions) Scheme, 1970, the Central Government, after consultation with the Reserve Bank of India, hereby appoints Shri K. D. Kheda, Manager, Rajendra Place Branch, Punjab National Bank, New Delhi-110008 as a Director on the Board of Punjab National Bank with effect from April 23, 1984.

[No. F. 9/15/84-BO.I]

समाहृतलय केन्द्रीय उत्पाद शुल्क

नागपुर, 31 जनवरी, 1984

अधिसूचना संख्या सी ई आर/आर-5/1/1944

केन्द्रीय उत्पाद शुल्क

का० आ० 1471—केन्द्रीय उत्पाद शुल्क नियमावली 1944 के नियम 5 द्वारा प्रदत्त अधिकारों का प्रयोग करते हुए मैं, एतद्वारा, इस समाहृतलय के संलग्न सारणी के स्तम्भ 4 में दर्शाए अधिकारियों को अपने अपने अधिकार क्षेत्र में, कथित सारणी के स्तम्भ 2 में दर्शाए गए अनुसार तथा स्तम्भ 5 में दी गई सीमाओं के अर्धतः केन्द्रीय उत्पाद शुल्क नियमावली 1944 के विभिन्न नियमों द्वारा प्रदत्त समाहृतों की शक्तियों का प्रयोग करने हेतु प्राधिकृत करना है।

[सं० सं० IV (16) 8-22/80-सी० एक्स०/पी० टी०-1]

काष्मीरा सिंग, समाहर्ता

सारणी अनुबंध

केन्द्रीय उत्पाद शुल्क नियमावली 1944 के अंतर्गत समाहर्ता की शक्तियों का प्रत्यायोजन

क्र०सं०	के० उ०शु० नियम	प्रत्यायोजित शक्ति का स्वरूप	अधिकारी जिसे प्रत्यायोजित की गई	सीमाएं
(1)	(2)	(3)	(4)	(5)
1	3	प्राधिकृत व्यक्ति/एजेंट का अनुमोदन	अधीक्षक	
	29(1)	(i) उन स्थानों का जहाँ शुल्क योग्य मात्र का उत्पादन संसाधन या विनिर्माण होता है तथा संबंध परिसर को विनिर्दिष्ट करना	—	
		(ii) जालू क्षमता खोलने को अनुमति	—	

का०आ० 1469—राष्ट्रीयकृत बैंक (प्रबन्ध और प्रकीर्ण उपबंध) स्कीम, 1970 के खंड 3 के उपखंड (ग) के अनुसरण में रिजर्व बैंक के परामर्श से केन्द्रीय सरकार एतद्वारा श्री ए०पी० त्रिवेदी सहायक क्षेत्रीय प्रबन्धक (परिचालन) बम्बई नगर क्षेत्र, देना बैंक, बम्बई को 23 अप्रैल, 1984 से देना बैंक के निदेशक के रूप में नियुक्त करती है।

[सं० 9(16)/84-बी०ओ०I]

च०बा० मीरचन्दानी, निदेशक

S.O. 1469.—In pursuance of sub-clause (c) of clause 3 of the Nationalised Banks (Management and Miscellaneous Provisions) Scheme, 1970, the Central Government, after consultation with the Reserve Bank, hereby appoints Shri A. P. Trivedi, Assistant Regional Manager (Operations), Bombay City Region, Dena Bank, Bombay as a Director on the Board of Dena Bank with effect from April 23, 1984.

[No. F.9/16/84-BO.I]

C. W. MIRCHANDANI, Director

समाहृतलय केन्द्रीय उत्पाद शुल्क, मध्य प्रदेश  
इन्दौर, 21 अप्रैल, 1984  
अधिसूचना सं० 2/84

का०आ० 1470—मध्य प्रदेश समाहृतलय, इन्दौर के श्री आई० एम० खान, लेखा परीक्षक, केन्द्रीय उत्पाद शुल्क, समूह 'ख' नियुक्ति की आयु प्राप्त करने पर दिनांक 31 मार्च 1984 को अपरान्ह को शासनीय सेवा से निवृत्त हुये।

एस०के०धर, समाहर्ता

[प०सं० 11(3) 4-गोप/84]

CENTRAL EXCISE COLLECTORATE : M.P.

Indore, the 21st April, 1984

NOTIFICATION NO. 2/84

S.O. 1470.—Shri I. M. Khan, Examiner of Accounts, Central Excise, Group 'B' of M. P. Collectorate Indore, having attained the age of superannuation retired from Government service in the after-noon of 31st March, 1984.

[C. No. II (3)4-Con/84/1617]

S. K. DHAR, Collector

1	2	3	4	5
3	9(1ए०)	खालू खाता से धन निकालना	सहायक समाहर्ता	समाहर्ता द्वारा निर्धारित कार्य-विधि के अधीन
4	9बी(3)	सामान्य बंधपत्र स्वीकार करना तथा अतिरिक्त बंधपत्र या अतिरिक्त प्रतिभूति की मांग करना		
5	11ए	(i) निर्यात का प्रमाण प्रस्तुत न करने पर बंधस्वरूप कार्यवाई (ii) और आगे निर्यात करने की अनुमति अस्वीकार करने का अधिकार (iii) उपबंध (सी) के अंतर्गत अधिकार	अधीक्षक अपर समाहर्ता सहायक समाहर्ता	
6	14बी	(i) बंधपत्र की राशि के 50 ०/० तक अधिक आहरण (ii) बंधपत्र की राशि के 75 ०/० तक अधिक आहरण	सहायक समाहर्ता अपर समाहर्ता	
7	14 बी	(2) और आगे निर्यात अस्वीकार करने का अधिकार	अपर समाहर्ता	
8	18 बी	(3) प्रतिभूति समपहरण करने का अधिकार	सहायक समाहर्ता	
9	27(1)	वायसैंस प्रदान करने, बंधपत्र तथा अन्य शर्तों के बारे में अधिकार	अधीक्षक	
10	30	प्रारम्भिक तौल	अपर समाहर्ता	
11	38	संसाधन तथा पैकिंग के पश्चात् विनिर्मित उत्पादों के लिए स्थान प्राप्त करना	अधीक्षक	
12	43(1)	मोटिम की जर्नि		
13	44	घोषणा पत्र मांगने का अधिकार		
14	46	चिन्ह लगाने की मांग का अधिकार		
15	47(1) तथा (3)	भांडारगृह के अनुमोदन के लिए छूट		
16	48	बंधपत्र और प्रतिभूति		
17	19(2) 27(4) 49 147 196	मुल्क के परिहार की अनुमति देना	(क) अधीक्षक (ख) सहायक समाहर्ता (ग) अपर समाहर्ता	रु० 1000/- से अनाधिक 1000/- से अधिक किन्तु 2500/- से अनाधिक रु० 2500/- से अधिक किन्तु रु० 5000/- से अनाधिक
18	50	अमुल्क योग्य माल की निकासी की अनुमति	अधीक्षक	
19	51 ए	(i) सू० उ० सं० के पैरा 101 के अन्तर्गत मामले (ii) अन्य प्रकार के मामले	अधीक्षक सहायक समाहर्ता	समाहर्ता अथवा बोर्ड द्वारा निर्धारित कार्यविधि के अधीन
20	52	निकामी के लिए आवेदन प्रस्तुत करने में समयावधि में कमी निर्धारित फार्म में	सहायक समाहर्ता	
21	52 ए	गेटपास के बदले निर्धारित के कागजातों को स्वीकार करना	सहायक समाहर्ता	
22	53	जिस दिन कोई व्यापार न हो उस दिन आर० जी० 1 में प्रविष्टि न करने के लिए विनियमिता को अनुमति	अधीक्षक	
23	54	अन्य उत्पादों के लिए विधायी मांगने का अधिकार	अपर समाहर्ता	
24	56 ए	(i) विनिर्माता को कार्यविधि का लाभ उठाने की अनुमति का अधिकार (ii) अनुमति का वापस लेना (iii) उप नियम (7) के अंतर्गत समाहर्ता का अधिकार	सहायक समाहर्ता अपर समाहर्ता सहायक समाहर्ता	
25	56 एए	उपनियम (2) के अंतर्गत समाहर्ता का अधिकार	सहायक समाहर्ता	
26	56 बी	अनुमति प्रदान करना	सहायक समाहर्ता	
27	56 सी (1)	प्रारंभिक/गौण विनिर्माता को अनुमति प्रदान करना	सहायक समाहर्ता	
28	65 (3) 65 (4)	खातिरी रमीद और बंधपत्र आदि बैटरोलों की संख्या निश्चित करना	सहायक समाहर्ता अधीक्षक	

1	2	3	4	5
29	71(3)	लेबलों का अनुमोदन	अधीक्षक	उपबंधों के अंतर्गत हीन समा- हर्ता द्वारा व्यक्तिगत रूप से प्रत्येक की जाएगी अनुमो- दित नमूने सहायक समाहर्ता को मिलान तथा जांच के लिए भेजे जाएंगे।
30	75	कार्यभार के बंटों का निर्धारण	सहायक समाहर्ता	
31	85	समाहर्ता द्वारा अधिकारियों का प्राधिकृत किया जाना	संबंध क्षेत्र की केन्द्रीय राजस्व नियंत्रण प्रयोगशाला के प्रभारी प्रमुख रसायनज्ञ	
32	92 ए (1)	प्रथम बि० का० आ० स्वीकार करने का अधिकार	(क) अधीक्षक (ख) सहा० समाहर्ता	निर्धारित अवधि के लिए निर्धारित अवधि से कम अवधि के लिए
33	92 ए (3)	प्रतिवारण अवधि आदि निश्चित करना या वरगुजर करना	सहा० समाहर्ता	
34	92 ए (4)	(i) नवीकरण आवेदन स्वीकार करना (ii) प्रतिवारण अवधि आदि निश्चित करना या दर- गुजर करना	अधीक्षक (क) अधीक्षक (ख) सहा० समाहर्ता	15 दिनों तक 15 दिनों से आगे
35	92 बी	शुल्कदेयता का परिकल्पन करने के लिए बंध रहने की अवधि को शामिल न करना	सहायक समाहर्ता	
36	92 बी (3)	थोड़ी अवधि के लिए नोटिस स्वीकार करना	अधीक्षक	
37	92 सी (2)	साप्ताहिक जमा/आवेदन के प्रस्तुतीकरण में विलंब क्षमा करना	(क) अधीक्षक (ख) सहा० समाहर्ता	(i) साप्ताहिक जमा/आवेदन के मामले में 2 दिन तक (ii) मासिक जमा/आवेदन के मामले में 5 दिन तक उपनिर्दिष्ट अवधि में आगे
38	92 ई (iii)	विशेष कार्यविधि का लाभ उठाने पर धोक लगाना	अपर समाहर्ता	
39	92 एफ	विशेष कार्यविधि के लिए आवेदन करने से चुकने को वरगुजर करना	अपर समाहर्ता	
40	93 बी (iii)	लेपेटन, बाह्य अवरण या लेबलों का अनुमोदन	अधीक्षक	अनुमोदित नमूने सह समा- हर्ता और समाहर्ता को भेजे जाएंगे
41	95 ए	अनुमति प्रदान करना	सहा० समाहर्ता	
42	96 बी 96 बी बी 96 ई 96 ई ई	सामान्य बंधपत्र के लिए अनुमति और नया बंधपत्र/ अतिरिक्त प्रतिभूति	सहा० समाहर्ता अपर समाहर्ता अपर समाहर्ता अधीक्षक	प्रभाग/समाहर्ता के मामले में प्रभाग/समाहर्ता से बाहर की निकासी के मामले में सभी मामलों में बंधपत्र स्वीकार
43	96 आई (1)	बि० का० आ० स्वीकार करना	अधीक्षक	करना
44	96 आई (2)	थोड़ी अवधि के लिए बि० का० आ० स्वीकार करना	सहा० समाहर्ता	
45	96 आई (3)	प्रतिवारण को आवधि निश्चित करना	सहा० समाहर्ता	
46	96 आई (4)	(i) बि० का० आ० फार्म में नवीकरण आवेदन स्वी- कार करना (ii) प्रतिवारण की अवधि वरगुजर या निश्चित करना	अधीक्षक (क) अधीक्षक (ख) सहा० समाहर्ता	15 दिनों से अनाधिक बिना की क्षमा के लिए 15 दिनों से अधिक बिना की क्षमा के लिए
47	96 के (2)	आवेदन करने में विलम्ब को वरगुजर करने के लिए	(क) अधीक्षक (ख) सहायक समाहर्ता	निमाही आवेदन के मामले में 2 दिन तक तथा/वास्तविक आवेदन के मामले में 10 दिन तक उपयुक्त अवधि के बाव

1	2	3	4	5
48	96 एम एम एम एम	विशेष कार्यविधि के लिए आवेदन न करने को दर-गुजर करने के लिए	अपर समाहर्ता	
49	96 ओ (1)	बि० का० आ० स्वीकार करने के लिए	अधीक्षक	
50	96 ओ (2)	घोड़ी अवधि के लिए बि० का० आ० स्वीकार करना	सहायक समाहर्ता	
51	96 ओ (3)	प्रतिवारण की अवधि निश्चित करना	सहायक समाहर्ता	
52	96 ओ (4)	(i) फार्म बि० पा० आ० में नवीकरण आवेदन स्वीकार करना (ii) प्रतिवारण की अवधि दरगुजर करना या निश्चित करना	अधीक्षक (क) अधीक्षक (ख) सहा० समाहर्ता	15 दिनों से अनाधिक विलंब को क्षमा करना 15 दिनों से अधिक विलंब को क्षमा करना
53	96 यय (1)	अलग से साप्ताहिक आवेदन की स्वीकृति के लिए उपबंध	सहायक समाहर्ता	
54	96 यय (2)	आवेदन देने/जमा करने में विलंब को क्षमा करना	(क) अधीक्षक (ख) सहा० समाहर्ता	साप्ताहिक आवेदन/जमा के लिए एक दिन तथा मासिक/तिमाही आवेदन/जमा के लिए 2 दिन ऊपर दर्शाई सीमा के बाध
55	96य	बि० का० आ० के लिए आवेदन न करने को दरगुजर करने के लिए	अपर समाहर्ता	
56	96 जेड एच (1)	बि० का० आ० स्वीकार करना	अधीक्षक	
57	96 जेड एच (2)	घोड़ी अवधि के लिए बि० का० आ० स्वीकार करना	सहा० समाहर्ता	
58	96 जेड एच (3)	प्रतिवारण की अवधि निश्चित करना	सहायक समाहर्ता	
59	96 जेड एच (4)	(i) फार्म बि० का० आ० में नवीकरण आवेदन स्वीकार करना (ii) प्रतिवारण की अवधि दरगुजर करना या निश्चित करना	अधीक्षक (क) अधीक्षक (ख) सहा० समाहर्ता	15 दिन से अनधिक को क्षमा करना 15 दिनों से अधिक के विलंब को क्षमा करना
60	96 जेड आई (4)	भुगतान करने की प्रणाली और भुगतान करने में विलंब को क्षमा करना	(क) अधीक्षक (ख) सहा० समाहर्ता	5 दिनों तक उपर्युक्त अवधियों से प्रागे
61	96 जेड एम	विशेष कार्यविधि के लिए आवेदन न करने के लिए क्षमा करना	अपर समाहर्ता	
62	97 एच 97 ए	(i) परिवान की अभिस्वीकृति एवं समाहर्ता की संतुष्टि (ii) माल को वापसी के लिए अवधि का बढ़ाना	सहा० समाहर्ता अपर समाहर्ता	
63	100	शुल्क परिवान के लिए समाहर्ता के अधिकार	सहायक समाहर्ता	
64	140	(i) भांडागारण के लिए लायसेंस तथा नए बंधपत्र/प्रतिभूति की मांग (ii) लायसेंस का प्रतिसंहरण एवं माल की निकासी के लिए निर्देश	अधीक्षक सहायक समाहर्ता अथवा यदि सहा० समाहर्ता से पब में बरिष्ठ है तो लायसेंस अधिकारी	
65	145	तम्बाकू के मालवा भांडागारण अवधि बढ़ाने के अधिकार	(क) अधीक्षक (ख) सहायक समाहर्ता	नियम के खंड (क) के अंतर्गत नियम के खंड (ख) के अंतर्गत
66	153	बंधपत्रांतर्गत सामे से आने की अनुमति तथा बंधपत्र स्वीकार करना	निरीक्षक	
67	154	माल को बंधपत्रांतर्गत सामे से आने की अनुमति बंधपत्र स्वीकार करना तथा नये बंधपत्र/प्रतिभूति की मांग करना	अधीक्षक	
68	164	(i) पृथक पृथक बंधपत्र का निष्पादन (ii) सामान्य बंधपत्र का निष्पादन तथा नए बंधपत्र/प्रतिभूति की मांग करना	अधीक्षक सहायक समाहर्ता	

1	2	3	4	5
69	165(2)	अग्रिम भुगतान की मांग	अधीक्षक	
70	169	भांडागार मास की नियुक्ति	अपर समाहर्ता	
71	173ओ (iए)	बालू खाने से घन निकालने की अनुमति	सहायक समाहर्ता	समाहर्ता द्वारा निर्धारित कार्य-विधि के अधीन
72	173 जी 2(ii)	निर्धारित द्वारा गेट पास पर शुल्क की दर तथा राशि न दर्शाए जाने की अनुमति प्रदान करना	अपर समाहर्ता	
73	173 (एल) एवं (एम)	(i) माल बापसी की अवधि को बढ़ाने का अधिकार (ii) समाहर्ता के अन्य अधिकार	अपर समाहर्ता सहा. समाहर्ता	भंडारण संबंधी कीम समाहर्ता द्वारा दी जाएगी
74	173 (एन) (5)	बंधपत्र की शर्तें	अधीक्षक	
75	173 (एन) (6)	पुनर्मण्डागर्ण प्रमाणपत्र की अवधि को बढ़ाने का अधिकार	अपर समाहर्ता	
76	173 (ओ) (1)	(i) विन्हीं के निर्धारण का अधिकार (ii) थोड़े समय में उचित अधिकारी को पैकेजों का प्रस्तुतिकरण	सहायक समाहर्ता अधीक्षक	
77	173 पीपी (5)	—	सहायक समाहर्ता	
78	173 पीपी (6)	—	सहायक समाहर्ता	
79	180	अनुमति का प्रत्याकरण या प्रतिस्थापन	अधीक्षक	
80	185	(i) किसी अन्य तरीके से विपणन की अनुमति (ii) पैकेजों के प्रस्तुतिकरण के लिए थोड़ी अवधि के निर्धारण का समाहर्ता का अधिकार	सहायक समाहर्ता अधीक्षक	
81	191	(i) सूत्र का अनुमोदन तथा रियायत वापिस लेना (ii) स्थापना लागत निश्चित करने तथा रियायत नामंजूर करने के अलावा समाहर्ता के अन्य अधिकार	अपर समाहर्ता सहायक समाहर्ता	
82	191-ए	(i) तीन मास से आगे अवधि का विस्तार [उपनियम (7)] (ii) प्रतिभूति का समग्रहण [उपनियम] (12)] सूत्र का अनुमोदन (iii) उपनियम (7ए) तथा (16) के अंतर्गत अधिकार के तथा रियायत नामंजूर करने के अलावा समाहर्ता के अन्य अधिकार	सहायक समाहर्ता	
83	191 बी	(i) अपशेष/कचरे को नष्ट करना तथा शुल्क का परिहार (ii) सूत्र का अनुमोदन (iii) उपनियम (4ए) रियायत की नामंजूरी तथा स्थापना लागत के अलावा अन्य सभी अधिकार	सहा. समाहर्ता	
84	192	(i) अनुमति प्रदान करने का अधिकार (ii) लायसेंस जारी करने तथा बंधपत्र की राशि और प्रतिभूति निश्चित करने का अधिकार	परिहार अधिसूचना में दर्शाए गए अधिकारी अधीक्षक	
85	193	पैकिंग का तरीका	सहायक समाहर्ता	
86	196	(i) रियायत वापस लेना (ii) प्रतिभूति का समग्रहण तथा अन्य बंडीय कार्रवाई	अपर समाहर्ता न्यायनिर्णयन के लिए मध्यम अधिकारी	
87	206 (3)	(i) अभिग्रहीत वाहनों का बंधपत्र और प्रतिभूति पर अनंतिम विमोक्षण (ii) बंधपत्र और प्रतिभूति पर अभिग्रहीत मास का अनंतिम विमोक्षण	सहायक समाहर्ता अथवा सहायक समाहर्ता से पर में नीचे न्यायनिर्णयन अधिकारी न्यायनिर्णयन अधिकारी	
88	210(ए)	प्रकरण को प्रशमित करने तथा प्रशमित शुल्क निश्चित करने का अधिकार	(i) अपर समाहर्ता (ii) सहा. समाहर्ता (iii) अधीक्षक	मुख्य-विभा किसी सीमा के प्रत्येक मामले में 1500 रु० से अधिक प्रशमित शुल्क नहीं मुख्य रु० 5000 - प्रशमित शुल्क रु० 750 - मुख्य रु० 1000 - प्रशमित शुल्क रु० 250 -



1	2	3	4	5
89	212	(1) जलत मालों का विक्रय	सहायक समाहर्ता अथवा व्याप- निर्णयन अधिकारी यदि सहा समाहर्ता के पद से कम हो	
		(2) जलत माल को नष्ट करना	बूट्टे खाने में हावने के लिए/ माल के मूल्य/शुल्क के परिहार के लिए सक्षम अधिकारी	
90	212ए	भंडारण प्रभार का भुगतान	न्यायनिर्णयन अधिकारी	
91	222	नए घोषणापत्र मांगने का अधिकार	अपर समाहर्ता	
92	223	वार्षिक स्टॉक मिलान	सहायक समाहर्ता	
93	224 (1)	निश्चित अवधि के बाद तथा छुट्टियों से माल के परिचालन की अनुमति	अधीक्षक	
94	227	माप तौल तथा तौल मशीनों की व्यवस्था	सहायक समाहर्ता	
95	229	(1) कार्यालय के स्थान की मांग का अधिकार (2) आवासीय स्थान के मांग का अधिकार	सहायक समाहर्ता अपर समाहर्ता	
96	230	माल संयंत्र तथा मशीनों आदि का निरोध	सहायक समाहर्ता	

(Office of the Collector of Central Excise)

Nagpur, the 1st January, 1984

NOTIFICATION NO. CER/R-5/1/1984

CENTRAL EXCISES

S.O. 1471.—In exercise of the powers vested in me, under Rule 5 of Central Excise Rules, 1944. I hereby authorised the officers of this Collectorate as mentioned in column 4 of the

Table Annexed hereto to exercise, in their respective jurisdiction the powers of Collector under respective Rules of Central Excise Rules, 1944, as indicated in column 2 of the said Table, subject to limitations indicated in column 5, ibid.

[C. No. IV(16)8-22/80-CX./PT. II]

KASHMIRA SINGH, Collector.

## TABLE ANNEXURE

Delegation of Collector's powers under Central Excise Rules, 1944

Sl. No.	Central Excise Rules	Nature of power delegated	Officer to whom delegated	Limitations
1	2	3	4	5
1.	3	Approval of authorised persons/agent.	Superintendent	
2.	9(1)	(i) Specifying places where excisable goods are produced, cured or manufactured and premises appurtenant thereto. (ii) Permission to open account current.	-do- -do-	
3.	9(1A)	Withdrawal of amount from account current.	Asstt. Collector	Subject to procedure prescribed by the Collector.
4.	9B(3)	Acceptance of General bond and demand for additional bond or additional security.	-do-	
5.	14A	(i) Penal action for failure to produce proof of export. (ii) Power to refuse permission to make further export. (iii) Powers under proviso (C)	Superintendent Addl. Collector. Asstt. Collector	
6.	14B (1)	(i) Over-drawal upto 50% of the bond amount. (ii) Over-drawal upto 70% of the bond amount.	Asstt. Collector Addl. Collector	
7.	14B (2)	Power to refuse further export.	Addl. Collector	
8.	18(5)	Power to forfeit security.	Asstt. Collector	
9.	27(1)	Powers regarding licensing bonds and other conditions.	Superintendent	
10.	30	Preliminary weighment.	Addl. Collector	
11.	38	Securing accommodation for unmanufactured products after curing and packing.	Superintendent	
12.	43(1)	Receipt of notice	-do-	
13.	44	Power to require declaration.	-do-	

1	2	3	4	5
14. 46	Power to require marking.	Superintendent		
15. 47(1) & (3)	Exemption for approval of storeroom	-do-		
16. 48	Bond and Security	-do-		
17. 19(2)		(a) Superintendent	Not exceeding Rs. 1000/-	
27(4)	To allow Remission of duty	(b) Asstt. Collector	Exceeding 1000/- but no	
49			exceeding 2500/-	
147		(c) Addl. Collector.	Exceeding Rs. 2500/- but	
196			not exceeding Rs. 5000/-	
18. 50	Permission to remove non-excisable goods.	Superintendent		
19. 51A	(i) Type of cases covered by Para 101 BEM on excisable manufactured pro-products.	Superintendent	Subject to the procedure prescribed by the Collector or Board.	
	(ii) Other type of cases	Asstt. Collector		
20. 52	Reduction in time limit for putting in application for removal.	Asstt. Collector		
21. 52A	Acceptance of assets documents in lieu of gate pass in prescribed form.	Asstt. Collector		
22. 53	Permission to manufacturer not to make entries in RG. 1 on dates when there is no transaction.	Superintendent		
23. 54	Power to require return for other products.	Addl. Collector		
24. 56A	(i) Power to permit manufacturer to avail of the procedure.	Asstt. Collector		
	(ii) Withdrawal of permission.	Addl. Collector		
	(iii) Power of Collector under sub-rule (7)	Asstt. Collector		
25. 56AA	Power of Collector under sub-rule (2)	Asstt. Collector		
26. 56B	Grant of permission	Asstt. Collector		
27. 56C (i)	Grant of permission to Primary/secondary manufacturer.	Asstt. Collector		
28. 65(3)	Trust receipt and bond etc.	Asstt. Collector		
65(4)	Fixing number of bandrols.	Superintendent		
29. 71(3)	approved of label.	Superintendent		"relaxation under proviso to be exercised by the Collector personally Approved specimens to be sent to Asstt. Collector for comparison and check.
30. 75	Prescribing hours for transaction.	Asstt. Collector.		
31. 85	Officer to be empowered by the Collector.	Chief Chemist/Incharge Central Rev. Control Laboratory of the respective area.		
32. 92A (1)	Power to accept first ASP	(a) Superintendent (b) Asstt. Collector	For the prescribed period for a period less than the prescribed one.	
33. 92A(3)	To condone or determine the period of preclusion etc.	Asstt. Collector.		
34. 92A(4)	(i) Acceptance of renewal application	Superintendent		
	(ii) To condone or determine the period of preclusion etc.	(a) Superintendent (b) Asstt. Collector	Upto 15 days. Beyond 15 days.	
35. 92B	Exclusion of the period of closure for purposes of computing duty liability.	Asstt. Collector.		
36. 92B(3)	Accepting notice for shorter period	Superintendent		
37. 92C(2)	To condone delay in weekly deposits/submission of application.	(a) Superintendent (b) Asstt. Collector	(i) Upto 2 days, in respect of weekly deposits application. (ii) Upto 5 days in respect of monthly deposits/ application Beyond the period mentioned above.	
38. 92E(iii)	To debar availing of special procedure	Addl. Collector.		
39. 92F	To condone failure to apply for Special Procedure.	Addl. Collector.		

1	2	3	4	5
40. 93 b (iii)	Approval of wrapper, outer covering or labels	Superintendent	Approved specimen to be sent to Asstt. Collector and Collector.	
41. 95A	Grande of permission	Asstt. Collector		
42. 96D	Permission for general bond and demands for/fresh bond/additional security.	Asstt. Collector	In case of removal within the division.	
96-DD		Addl. Collector	In case of removal outside the division/Collectorate.	
96-E		Addl. Collector		
96-E E		Superintendent	Acceptance of bond in all cases.	
43. 96-I (1)	To accept A.S.P.	Superintendent		
44. 6-I (2)	To accept A.S.P. for shorter period	Asstt. Collector		
45. 6-I (3)	To determine period of preclusion	Asstt. Collector		
46. 96-I (4)	(i) to accept renewal application in form A.S.P. (ii) to condone and/or determine the period of preclusion.	Superintendent (a) Superintendent (b) Asstt. Collector	For condoning delay not exceeding 15 days. For condoning delay exceeding 15 days.	
47. 96-K(2)	To condone delay in making the application	(a) Superintendent (b) Asstt. Collector	Upto two days in case quarterly application and 10 days in case of annual application. Beyond above limits.	
48. 96-MMMM	To condone failure to apply for special procedure	Addl. Collector		
49. 96-O(1)	To accept A.S.P.	Superintendent		
50. 96-O(2)	To accept A.S.P. for shorter period	Asstt. Collector		
51. 96-O(3)	To determine period of preclusion	Asstt. Collector		
52. 96-O(4)	(i) To accept renewal application in form A.S.P. (ii) to condone and/or determine the period of preclusion.	Superintendent (a) Superintendent (b) Asstt. Collector	For condoning delay not exceeding 15 days. For condoning delay exceeding 15 days.	
53. 96-Q(1) *	Proviso to permit separate weekly application.	Asstt. Collector		
54. 96-Q(2)	To condone delay in making applications/deposit	(a) Superintendent (b) Asstt. Collector	Upto one day in case of weekly application/deposit and two days in case of monthly/quarterly application/deposits. Beyond above limit.	
55. 96-U	To condone failure to apply for Special Procedure.	Addl. Collector		
56. 96-ZH(1)	To accept A.S.P.	Superintendent		
57. 96-ZH(2)	To accept A.S.P. for shorter period.	Asstt. Collector		
58. 96-ZH(3)	To determine period of preclusion.	Asstt. Collector		
59. 96-ZH(4)	(i) to accept renewal application in form A.S.P. (ii) to condone and/or determine for period of preclusion.	Superintendent (a) Superintendent (b) Asstt. Collector	For condoning delay not exceeding 15 days. For condoning delay exceeding 15 days.	
60. 96-ZI(4)	To condone manner of and delay in making payment.	(a) Superintendent (b) Asstt. Collector	Upto 5 days. Beyond above limits	
61. 96-ZM	To condone failure to apply for Special Procedure	Addl. Collector		
62. 97 & 97A	(i) Grant of refund and satisfaction of Collector. (ii) Extension of period for return of the goods.	Asstt. Collector Addl. Collector		
63. 100	Collector's powers to refund duty.	Asstt. Collector		
64. 140	(i) Licensing to provide warehousing and demand for fresh bond/security. (ii) Revocation of licence and direction for removal of goods.	Superintendent Asstt. Collector OR Licensing Officer if he is senior in rank to the Asstt. Collector.		

1	2	3	4	5
65. 145	Power to extend warehousing period of goods other than Tobacco	(a) Superintendent (b) Asstt. Collector	Under clause (a) of rule Under clause (b) of rule	
66. 153	Power to allow in-bond movement and acceptance of bond.	Inspector		
67. 154	Power to allow in bond movement of goods acceptance of bond and demand for fresh bond/security	Superintendent		
68. 164	(i) Execution of individual bond. (ii) Execution of general bond and demand for fresh bond/security/surety.	Superintendent. Asstt. Collector		
69. 165(2)	Demand for advance payment	Superintendent		
70. 169	Appointment of Warehouse-keeper	Addl. Collector		
71. 173G(1A)	Permission to withdraw amount from account current	Asstt. Collector	Subject to observance of the procedure prescribed by the Collector.	
72. 173G(2)(ii)	Power to permit assessee not to show rate and amount of duty on gatepass	Addl. Collector.		
73. 173 (L) & (M)	(i) Power to extend the period for return of Goods (ii) Collector's other powers.	Addl. Collector Asstt. Collector	Relaxation regarding storage to be granted by the Collector.	
74. 173(N)(5)	Conditions of bond.	Superintendent		
75. 173(N)(6)	Power to extend time for rewarehousing certificate.	Addl. Collector		
76. 173(O)(1)	(i) Power to prescribe marks (ii) Presentation of packages to Proper officer within shorter period.	Asstt. Collector Superintendent		
77. 173PP(5)		Asstt. Collector		
78. 17. PPP(6)		Asstt. Collector		
79. 180	Alteration or substitution of licence	Superintendent		
80. 185	(i) Power to permit marketing in any other manner. (ii) Collector's Power to prescribe shorter period for presentation of packages	Asstt. Collector Superintendent		
81. 191	(i) Approval of formula and withdrawal of concession (ii) Other powers of the Collector except power to fix establishment cost and refuse concession	Addl. Collector Asstt. Collector		
82. 191-A	(i) Extension of time beyond the months [Sub-rule (7)] (ii) Forfeiture of security [sub-rule (12) approval of formula. (iii) Other powers of the Collector except powers under sub-rules (7A) & (16) and refusal of concession.	Asstt. Collector		
83. 191-B	(i) Destruction of waste/refuse and remission of duty (ii) Approval of Formula. (iii) All other powers except powers under sub-rule (4A) refusal of concession and establishment cost	Asstt. Collector		
84. 19.	(i) Power to grant permission. (ii) Power to issue licence, and fixing bond amount and security	Officer mentioned in the remission notification Superintendent		
85. 193	Manner of packing	Asstt. Collector		
85. 196	(i) Withdrawal of concession. (ii) Forfeiture of security and other penal action.	Addl. Collector Officer competent to adjudicate.		
87. 206(3)	(i) Provisional release of seized vehicles on bond and security. (ii) Provisional release of seized goods on bond and security.	Asstt. Collector or the adjudicating officer lower in rank to the Asst. Collector. Adjudicating officer		

1	2	3	4	5
88. 210-A	Power to compound an offence and fix-compounding fee.	(i) Addl. Collector (ii) Asstt. Collector. (iii) Superintendent	Value—Without limit compounding fee not exceeding Rs. 1500/- in each case Value Rs. 5000/- compounding fee- Rs. 750/- Value Rs. 1000/- compounding fee -Rs. 250/-	
89. 212	(i) Sale of confiscated goods  (ii) Destruction of confiscated goods	Asstt. Collector or the Adjudicating Officer if lower in rank to the Asstt. Collector. Officer competent to write off/ remission value/duty of the goods		
90. 212A	Payment of storage charges.	Adjudicating officer.		
91. 222	Power to require a new declaration.	Addl. Collector.		
92. 223A	Annual stock-taking	Asstt. Collector.		
93. 294 (1)	Permission to deliver goods beyond fixed hours and on holidays.	Superintendent		
94. 227	Provisions for scales, weights and weighting machines etc.	Asstt. Collector.		
95. 229	(i) Power to require office accommodation (ii) Power to require residential accommodation	Asstt. Collector. Addl. Collector.		
96. 230	Detention of goods, plants and machinery etc.	Asstt. Collector.		

## विदेश मंत्रालय

नई दिल्ली, 31 मार्च, 1984

का.प्र.०... 1472:—मूल नियमावली के नियम 45 के प्रावधानों के अनुसरण में राष्ट्रपति, इसके द्वारा होस्टल आवास की भावटन (विदेश मंत्रालय) नियमावली, 1978 में और संशोधन करने के लिए निम्नलिखित नियम बनाते हैं, यथा:—

- (1) ये नियम होस्टल आवास भावटन (विदेश मंत्रालय) संशोधन नियमावली, 1984 कहलायेंगे।  
(2) ये राजपत्र में प्रकाशन की तारीख को लागू हो जाएंगे।
- होस्टल आवास (विदेश मंत्रालय) भावटन, नियमावली, 1978 में:—  
(1) नियम 6 के उप-नियम (3) में खंड (ख) के बाद निम्नलिखित खंड जोड़ दिया जाए, यथा:—  
“(ग) होस्टल आवास लेने के पहले दिन से, अगर संबंध अधिकारी का दिल्ली में अपना भूतन हो और इससे किराये की भूतनी 2000/- रु० महीने से अधिक हो और अगर किराये की भूतनी 1000/- रु० प्रति माह से अधिक हो, चाहे उसका भूतन रहने के लिए खाली हो या उसमें कोई रहता हो, तो भी, बाजार किराये का पचास प्रतिशत”,  
(2) नियम 5 के उप नियम (7) में “मंत्रालय में अपर सचिव” शब्दों के स्थान पर “अपर सचिव अथवा स्थापना के प्रभारी संयुक्त सचिव” शब्द रखे जाएं;  
(3) नियम 13 में “प्रशासन के प्रभारी अपर सचिव” शब्दों के स्थान पर “अपर सचिव अथवा स्थापना का प्रभारी संयुक्त सचिव” शब्द रखे जाएं;  
(4) अनुसूची में:—

(क) मद 4, 5, और 7 और उनसे संबंध प्रविष्टियों के स्थान पर क्रमशः निम्नलिखित को रखा जाए।

- |   |   |   |   |
|---|---|---|---|
| “4. निवर्तन पर विदेश से लौटने वाले अधिकारी  | निवर्तन की तारीख से 2 महीने तक (3 महीने के अन्तर) | सचिव/अपर सचिव अथवा स्थापना प्रभाग के प्रभारी संयुक्त सचिव के विशिष्ट अनुमोदन से केवल दो महीने | चार महीने से अधिक आवास की अवधि (कुल अवधि छह महीने से अधिक नहीं होगी)” |
| “5. मुख्यालय के लिए स्थानांतरण होने पर विदेश से लौटने वाला अधिकारी (इस बात का ध्यान किए बिना कि भावटन परिवार अथवा अधिकारी के प्रयोग के लिए किया गया है) | 6 महीने   | सचिव/अपर सचिव/स्थापना प्रभाग के प्रभारी संयुक्त सचिव के अनुमोदन से छह महीने                   | 12 महीने से अधिक आवास की अवधि (कुल अवधि षेड वर्ष से अधिक नहीं होगी)”  |
| “7. विदेश स्थित मिशन में काम करने वाले अधिकारी की पत्नी और बच्चे जो गृह प्रकाश पर आएँ (एक कमरा सहित अथवा रहित)  | 2 महीने   | 2 महीने   | कुछ नहीं”।  |

(ख) मद 8 और उससे संबद्ध प्रविष्टियों के बाद निम्नलिखित जोड़ा जाए, यथा :—

“9 मुख्यालय के लिए स्थापना होने पर विदेश से लौटने वाला • कुछ नहीं अधिकारी जिसका दिल्ली/नई दिल्ली में अपना मकान हो।

कुछ नहीं

छह महीने सचिव/अपर सचिव/स्थापना प्रभाग के प्रभारी के विधिपूर्वक अनुमोदन से आवास की अवधि छह महीने और बढ़ाई जा सकती है। कुल अवधि एक वर्ष से अधिक नहीं होगी।

[सं० स्पू/एसई/8801/45/82]

ललित मानसिंह, संयुक्त सचिव

### MINISTRY OF EXTERNAL AFFAIRS

New Delhi, the 31st March, 1984.

S.O. 1472.—In pursuance of the provisions of rule 45 of the Fundamental Rules, the President hereby makes the following rules further to amend the Allotment of Hostel Accommodation (Ministry of External Affairs) Rules, 1978, namely—

1. (1) These rules may be called the Allotment of Hostel Accommodation (Ministry of External Affairs) Amendment Rules, 1984.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. In the Allotment of Hostel Accommodation (Ministry of External Affairs) Rules, 1978.

(i) in rule 6, in sub-rule (3), after clause (b), the following clause shall be inserted namely—

(c) “from the first day of occupation of Hostel accommodation in case an officer owns a house in Delhi and derives a rental income of more than Rs. 2000/- p.m. and fifty per cent of the market rent if the rental income is more than Rs. 1000/- p.m. irrespective of whether the said house is free or occupation or not”.

(ii) in rule 5, in sub-rule (7), for the words “Additional Secretary in the Ministry” the words “Additional Secretary or Joint Secretary in charge of Establishment” shall be substituted;

(iii) in rule 13, for the words “Additional Secretary in charge of Administration”, the words “Additional Secretary or Joint Secretary in charge of Establishment” shall be substituted;

(iv) In the Schedule—

(a) for the items 4, 5 and 7 and the entries relating thereto the following shall respectively be substituted, namely—

“4. Officers returning from abroad on Super-annuation Upto 2 months ; (within 3 months) from the date of Superannuation	2 months only with specific approval of Secretary/Additional Secretary or Joint Secretary in charge of Establishment Division.	Period of stay beyond four months (total period not to exceed six months)”
“5. Officers returning from abroad on transfer to Headquarters (regardless of whether allotment is made for the use of family or of the Officer himself)	6 months with the approval of Secretary/Additional Secretary/Joint Secretary in charge of Establishment Division.	Period of stay beyond 12 months ;total period not to exceed one and a half year)”
“7. Wife and children of an officer serving in Mission abroad on Home Leave (Only single room with or without kitchen)	2 months	Nil”;
(b) after item 8 and the entries relating thereto, the following shall be inserted, namely --		
“9. Officer returning from abroad on transfer to Headquarters owning a house in Delhi/New Delhi.	Nil	6 months (The period of stay can further be extended for another six months with the specific approval of Secretary/Additional Secretary in charge of Establishment Division. Total period not to exceed one year)”.

[No. Q/SE/8601/45/82]

LALIT MANSING, Jt. Secy.

(हज सैल)

(Haj Cell)

नई दिल्ली, 9 अप्रैल, 1984

New Delhi, the 9th April, 1984

\* का० आ० 1473.—हज समिति नियमावली, 1963 के नियम 6 (1क) द्वारा प्रवर्त शक्तियों का प्रयोग करते हुए भारत सरकार घोषणा करती है कि श्री सैयद शाहाबुद्दीन, संसद सदस्य (राज्य सभा) द्वारा हज समिति, बंबई के एक सदस्य के रूप में धारित स्थान, जिसकी अधिसूचना भारत सरकार द्वारा अधिसूचना सं० एम (हज) 118-1/15/80 दिनांक 4 जुलाई, 1981 द्वारा प्रकाशित की गई थी, 9 अप्रैल, 1984 से, उस दिन से उनके राज्य सभा का सदस्य न रहने के कारण रिकत हो गया है।

S.O. 1473.—In exercise of powers conferred by Rule 6(1A) of the Haj Committee Rules, 1963, the Government of India declare vacant with effect from the 9th April, 1984, the seat held by Shri Syed Shahabuddin, Member of Parliament, (Rajya Sabha) as a member of the Haj Committee, Bombay as published by the Government of India under their notification No. M(Haj) 118-1/15/80 dated 4th July, 1981 consequent upon his ceasing to be a member of Parliament with effect from that date.

[No. (Haj) 118-1/15/80]

[सं० एम० (हज) 118-1/15/80]

नई दिल्ली, 6 अप्रैल, 1984

## MINISTRY OF ENERGY

(Department of Petroleum)

New Delhi, the 19th April, 1984

का० आ० 1474.—हज समिति नियमावली, 1963 के नियम 6(1क) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए भारत सरकार घोषणा करती है कि वृहत्तर बंबई नगर निगम भंग कर दिए जाने के परिणाम स्वरूप हज समिति, बंबई के सदस्यों, डा० अली मोहम्मद उमर मेमन और श्री अशराफी मन्सुल रहोम सूफीम द्वारा धारित स्थान रिक्त हो गए हैं।

[सं० एम० (हज) 118-1/15/80]

अरिफ़ कमारैन, संयुक्त सचिव (अफ़/का/हज)

New Delhi, the 6th April, 1984

S.O. 1474.—In exercise of the powers conferred by Rule 6(1A) of the Haj Committee Rules, 1983, the Government of India declare vacant with immediate effect the seats held by Dr. Alimohmed Umar Memon and Shri Ashrafi Abdul Raheem Soofim. Members of the Haj Committee, Bombay, consequent on the dissolution of the Municipal Corporation of Greater Bombay.

[No. M(Haj) 118-1/15/80]

ARIF QAMARAIN, Jt. Secy. (Afr/Haj)

## ऊर्जा मंत्रालय

(पेट्रोलियम विभाग)

नई दिल्ली, 19 अप्रैल, 1984

का० आ० 1475.—यतः केन्द्रीय सरकार को यह प्रतीत होता है कि लोकहित में यह आवश्यक है कि गुजरात राज्य में वीजेडीफ़ से श्री जी० एस० विराज तक पेट्रोलियम के परिवहन के लिए पाईप लाईन तेल तथा प्राकृतिक गैस आयोग द्वारा बिछाई जानी चाहिए।

और यतः यह प्रतीत होता है कि ऐसी लाईनों को बिछाने के प्रयोजन के लिये एतद्वाक्य अनुसूची में वर्णित भूमि में उपयोग का अधिकार अर्जित करना आवश्यक है।

अतः अब पेट्रोलियम और खनिज पाईप लाईन (भूमि में उपयोग के अधिकार का अर्जन) अधिनियम, 1962 (1962 का 50) की धारा 3 की उपधारा (1) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार ने उसमें उपयोग का अधिकार अर्जित करने का अपना आशय एतद्द्वारा घोषित किया है।

बशर्ते कि उक्त भूमि में हितवद्ध कोई व्यक्ति, उस भूमि के नीचे पाईप लाइन बिछाने के लिए आक्षेप सक्षम प्राधिकारी, तेल तथा प्राकृतिक गैस आयोग, निर्माण और देखभाल प्रभाग, मकरपुरा रोड, बड़ोदरा-9 को इस अधिसूचना की तारीख से 21 दिनों के भीतर कर सकेगा।

और ऐसा आक्षेप करने वाला हर व्यक्ति विनिश्चितः यह भी कथन करेगा कि क्या वह यह चाहता है कि उसकी सुनवाई व्यक्तिगत हो या किसी विधि व्यवसायी को मार्फत।

## अनुसूची

बी० जे० डी० एफ० से जी० जी० एस० विराज तक पाइप लाइन बिछाने के लिए।

राज्य—गुजरात	जिला—महेसाणा	तालुका—कडी			
गांव	सर्वे नं०	हैक्टर ए. आर. ई.	सेण्टीयर		
1	2	3	4	5	
नानी कड	138/1	0	01	98	

[सं० O-12016/14/84-प्रोड]

S.O. 1475.—Whereas it appears to the Central Government that it is necessary in the public interest that for the transport of petroleum from VJDF to GGS VIRAJ in Gujarat State pipeline should be laid by the Oil & Natural Gas Commission ;

And Whereas it appears that for the purpose of laying such pipeline, it is necessary to acquire the right of user in the land described in the schedule annexed hereto ;

Now, therefore, in exercise of the powers conferred by sub-section (1) of the Section 3 of the Petroleum and Minerals Pipelines (Acquisition of Right of User in the Land) Act, 1962 (50 of 1962), the Central Government hereby declares its intention to acquire the right of user therein ;

Provided that any person interested in the said land may, within 21 days the date of this notification, object to the laying of the pipeline under the land to the Competent Authority, Oil & Natural Gas Commission, Construction & Maintenance Division, Makarpura Road, Vadodara (390 009).

And every person making such an objection shall also state specifically whether he wishes to be heard in person or by legal practitioner.

## SCHEDULE

Pipeline from VJDF to GGS Viraj				
State : Gujarat	District : Mehsana	Taluka : Kadi		
Village	Survey No.	Hec-tare	Arc	Centiare
Nani Kadi	138/1	0	01	98

[No. O-12016/14/84-Prod.]

का० आ० 1476.—यतः केन्द्रीय सरकार को यह प्रतीत होता है कि लोकहित में यह आवश्यक है कि गुजरात राज्य में जे आर एफ से जी जी एस आलांरा II तक पेट्रोलियम के परिवहन के लिये पाईप लाईन तेल तथा प्राकृतिक गैस आयोग द्वारा बिछाई जानी चाहिए।

और यतः यह प्रतीत होता है कि ऐसी लाईनों को बिछाने के प्रयोजन के लिये एतद्वाक्य अनुसूची में वर्णित भूमि में उपयोग का अधिकार अर्जित करना आवश्यक है।

अतः अब पेट्रोलियम और खनिज पाईप लाईन (भूमि में उपयोग के अधिकार का अर्जन) अधिनियम, 1962 (1962 का 50) की धारा 3 की उपधारा (1) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार ने उसमें उपयोग का अधिकार अर्जित करने का अपना आशय एतद्द्वारा घोषित किया है।

बशर्ते कि उक्त भूमि में हितवद्ध कोई व्यक्ति, उस भूमि के नीचे पाईप लाइन बिछाने के लिए आक्षेप सक्षम प्राधिकारी, तेल तथा प्राकृतिक गैस आयोग, निर्माण और देखभाल प्रभाग, मकरपुरा रोड, बड़ोदरा-9 को इस अधिसूचना की तारीख से 21 दिनों के भीतर कर सकेगा।

और ऐसा आक्षेप करने वाला हर व्यक्ति विनिश्चितः यह भी कथन करेगा कि क्या वह यह चाहता है कि उसकी सुनवाई व्यक्तिगत हो या किसी विधि व्यवसायी को मार्फत।

अनुसूची				
जे आर एक से जी जी एस जालोरा II तक पाइप लाइन बिछाने के लिए				
राज्य : गुजरात	जिला : मेहसाना	तालुका : कडी		
गांव	सर्वे नं	हैक्टेयर	एआरई	सेन्टीयर
आद्राज	1336/1	0	00	50
	1327	0	21	35
	1335	0	05	75
	1333	0	00	50
	1317	0	07	95
	1318/2	0	02	00
	1318/1	0	06	25
	1324/1	0	22	68
	1323	0	01	00
	कार्ट ट्रैक	0	06	00
	1162	0	11	55
	1161	0	01	20
	1121	0	04	50
	1121	0	35	70
	1116/2	0	13	50
	1118	0	03	75
	1117	0	11	85

[सं. O-12016/24/84-प्रोड.]

S.O. 1476.—Whereas it appears to the Central Government that it is necessary in the public interest that for the transport of petroleum from JRF to GGS Jhalora II in Gujarat State pipeline should be laid by the Oil & Natural Gas Commission ;

And Whereas it appears that for the purpose of laying such pipeline, it is necessary to acquire the right of user in the land described in the schedule annexed hereto ;

Now, therefore, in exercise of the powers conferred by sub-section (1) of the Section 3 of the Petroleum and Minerals Pipelines (Acquisition of Right of User in the Land) Act, 1962 (50 of 1962), the Central Government hereby declares its intention to acquire the right of user therein ;

Provided that any person interested in the said land may, within 21 days from the date of this notification, object to the laying of the pipeline under the land to the Competent Authority, Oil & Natural Gas Commission, Construction & Maintenance Division, Makarpura Road, Vadodara (390 009).

And every person making such an objection shall also state specifically whether he wishes to be heard in person or by legal practitioner.

## SCHEDULE

Pipeline from JRF to GGS Jhalora II

State : Gujrat District : Mehsana Taluka : Kadi

Village	Survey No.	Hec-tare	Are	Centiare
1	2	3	4	5
Adraj	1336/1	0	00	50
	1327	0	21	35
	1335	0	05	75
	1333	0	00	50

1	2	3	4	5
	1317	0	07	95
	1318/2	0	02	00
	1318/1	0	06	25
	1324/1	0	22	68
	1323	0	01	00
	Cart track	0	06	00
	1162	0	11	55
	1161	0	01	20
	1121	0	04	50
	1121	0	35	70
	1116/2	0	13	50
	1118	0	03	75
	1117	0	11	85

[No. O-12016/24/84-Prod.]

कां. प्रो. 1477.—यतः केन्द्रीय सरकार को यह प्रतीत होता है कि लोकहित में यह आवश्यक है कि गुजरात राज्य में हजीरा—बरेली से जगदीशपुर तक पेट्रोलियम के परिवहन के लिये पाईपलाइन तेल तथा प्राकृतिक गैस आयोग द्वारा बिछाई जानी चाहिए।

और यतः यह प्रतीत होता है कि ऐसी साईनों को बिछाने के पर्योजन के लिये एतद्पाबद्ध अनुसूची में वर्णित भूमि में उपयोग का अधिकार अर्जित करना आवश्यक है।

अतः अब पेट्रोलियम और खनिज पाईपलाइन (भूमि में उपयोग के अधिकार का अर्जन) अधिनियम, 1962 (1962 का 50) की धारा 3 की उपधारा (1) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार ने उसमें उपयोग का अधिकार अर्जित करने का अपना आशय एतद्द्वारा घोषित किया है।

बशर्ते कि उक्त भूमि में हितबद्ध कोई व्यक्ति, उस भूमि के नीचे पाईप लाइन बिछाने के लिए आक्षेप सक्षम प्राधिकारी तेल तथा प्राकृतिक गैस आयोग, निर्माण और वेखभाल प्रभाग, मकरपुरा रोड, वाडोदरा-9 को इस अधिसूचना की तारीख से 21 दिनों के भीतर कर सकेगा।

और ऐसा आक्षेप करने वाला हर व्यक्ति विनिर्दिष्टतः यह भी कथन करेगा कि क्या वह यह चाहता है कि उसकी सुनवाई व्यक्तिगत हो या किसी विधि व्यवसायी के मार्फत।

## अनुसूची

हजीरा—बरेली से जगदीशपुर तक पाइप लाइन बिछाने के लिए  
राज्य : गुजरात जिला : सूरत तालुका—भांगरोल

गांव	सर्वे नं०	हैक्टेयर	आर	सेन्टीयर-
1	2	3	4	5
महुयेज	732	0	85	28
	761/2	0	01	60
	761/1	0	68	16
	384/1	0	18	08
	384	01	47	84
	312	0	61	76
	311/1	0	06	72
	311	0	64	84
	310	0	02	02
	288	0	09	28



1	2	3	4	5
	287/1/पी	0	42	24
	287/1/पी	0	01	28
	230	0	26	24
	229	0	42	08
	कार्ट ट्रैक	0	11	00
	212	0	47	68
	213	0	24	32
	214/3	0	31	04
	214/2	0	33	92
	214/1	0	29	32
	215/4	0	25	98
	215/5	0	42	56
	216/1	0	25	76
	217	0	02	56

[सं० O-12016/25/84-प्रोड०]

S.O. 1477.—Whereas it appears to the Central Government that it is necessary in the public interest that for the transport of petroleum from HAJIRA-BERELI to JAGDISHPUR in Gujarat State pipeline should be laid by the Oil & Natural Gas Commission ;

And Whereas it appears that for the purpose of laying such pipeline, it is necessary to acquire the right of user in the land described in the schedule annexed hereto ;

Now, therefore, in exercise of the powers conferred by sub-section (1) of the Section 3 of the Petroleum and Minerals Pipelines (Acquisition of Right of User in the Land) Act, 1962 (50 of 1962), the Central Government hereby declares its intention to acquire the right of user therein ;

Provided that any person interested in the said land may, within 21 days the date of this notification, object to the laying of the pipeline under the land to the Competent Authority, Oil & Natural Gas Commission, Construction & Maintenance Division, Makarpura Road, Vadodara-390009.

And every person making such an objection shall also state specifically whether he wishes to be heard in person or by legal practitioner.

## SCHEDULE

Pipeline from Hajira-Bareilly-Jagdishpur

State : Gujarat	District : Surat	Taluka : Mangrol		
Village	Survey No.	Hec-tare	Are	Centiare
1	2	3	4	5
Mahuvej	732	0	85	28
	761/2	0	01	60
	761/1	0	68	16
	384/1	0	18	08
	384	01	47	84
	312	0	61	76
	311/1	0	06	72
	311	0	64	64
	310	0	02	02
	288	0	09	28
	287/1/P	0	42	24
	287/1/P	0	01	28
	230	0	26	24
	229	0	42	08

1	2	3	4	5
	Cart track	0	11	00
	212	0	47	68
	213	0	24	32
	214/3	0	31	04
	214/2	0	33	92
	214/1	0	29	32
	215/4	0	25	98
	215/5	0	42	56
	216/1	0	25	76
	217	0	02	56

[No. O-12016/25/84-Prod.]

का० प्रा० 1478.—यतः केन्द्रीय सरकार को यह प्रतीत होता है कि लोकहित में यह आवश्यक है कि गुजरात राज्य में एनोड वेड और वापर वेड के लिए पेट्रोलियम के परिवहन के लिये पार्श्व लाईन तेल तथा प्राकृतिक गैस-आयोग द्वारा बिछाई जानी चाहिए।

और यतः यह प्रतीत होता है कि ऐसी लाईनों को बिछाने के प्रयोजन के लिए एतदुपाय अनुसूची में वर्णित भूमि में उपयोग का अधिकार अर्जित करना आवश्यक है।

अतः अब पेट्रोलियम और खनिज पार्श्व लाईन (भूमि में उपयोग के अधिकार का अर्जन) अधिनियम, 1962 (1962 का 50) की धारा 3 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए केन्द्रीय सरकार ने उसमें उपयोग का अधिकार अर्जित करने का आशय एतद्वारा घोषित किया है।

बशर्ते कि उक्त भूमि में हितवद्ध कोई व्यक्ति उस भूमि के नीचे पार्श्व लाइन बिछाने के लिए आक्षेप सक्षम प्राधिकारी तेल तथा प्राकृतिक गैस, आयोग निर्माण और देखभाल प्रभाग मकरपुरा रोड़, बड़ोवरा-9 को इस अधिसूचना की तारीख से 21 दिनों के भीतर कर सकेगा।

और ऐसा आक्षेप करने वाला हर व्यक्ति विनिश्चितः यह भी कथन करेगा कि क्या वह यह चाहता है कि उसकी सुनवाई व्यक्तिगत हो या किसी विधि व्यवसायी के मार्फत।

## अनुसूची

वायरवेड और एनोड वेड के लिए

राज्य : गुजरात	जिला : मेहसाना	तापुका : कलोल		
गांव	सर्वे नं०	है	ए	आर ई से०
सईज	1080	0	01	70
	1078	0	02	95
	1087	0	07	25

[सं०-O-12016/26/84-प्रोड०]

पी०के० राजगोपालन, डैक्स अधिकारी

S.O. 1478.—Whereas it appears to the Central Government that it is necessary in the public interest that for the transport of petroleum for ANODE OLD and AELIVE BED in Gujarat State pipeline should be laid by the Oil & Natural Gas Commission.

And Whereas it appears that for the purpose of laying such pipeline, it is necessary to acquire the right of user in the land described in the schedule annexed hereto ;

Now, therefore, in exercise of the powers conferred by sub-section (1) of the Section 3 of the Petroleum and Minerals Pipelines (Acquisition of Right of User in the Land) Act, 1962 (50 of 1962), the Central Government

hereby declares its intention to acquire the right of user therein ;

Provided that any person interested in the said land may, within 21 days from the date of this notification object to the laying of the pipeline under the land to the Competent Authority, Oil & Natural Gas Commission, Construction & Maintenance Division, Makarpura Road, Vadodara (390 009).

And every person making such an objection shall also state specifically whether he wishes to be heard in person or by legal practitioner.

#### SCHEDULE

For Wirebed and Anode Bed

State : Gujarat	District : Mehsana	Taluka : Kalol		
Villago	Survey No.	Hec- tare	Acre	Centi- tare
Saij	108 0	0	01	70
	1078	0	02	95
	107 7	0	0 7	25

[No. O-12016/26/84-Prod.]

P.K. RAJAGOPALAN, Desk Officer

का० आ० 1479.—यतः भारत सरकार की अधिसूचना के द्वारा जैसा कि यहाँ संलग्न अनुसूची में निर्दिष्ट किया गया है और पेट्रोलियम और खनिज पाइपलाइन (भूमि में उपयोग के अधिकार का अर्जन) अधिनियम 1962 के खण्ड 6 के उपखण्ड (1) के अन्तर्गत प्रकाशित किया गया है, गुजरात राज्य में उक्त विनिर्दिष्ट भूमि में अधिनियम सं० 4 एम० डब्ल्यू० एम० सी० से एम० टी० एफ० तक पेट्रोलियम के परिवहन के लिए भूमि उपयोग के अधिकार अर्जित किये गये हैं।

तेल एवं प्राकृतिक गैस आयोग ने उपयुक्त नियम के खण्ड 7 के उप खण्ड (1) की धारा (i) में विनिर्दिष्ट कार्य दिनांक 20-12-82 से समाप्त कर दिया है।

अतः अब पेट्रोलियम पाइपलाइन (भूमि में उपयोग के अधिकार का अर्जन) नियम, 1963 के नियम-4 के अन्तर्गत सक्षम प्राधिकारी एतद्वारा उक्त विधि को कार्य समाप्ति की तिथि अधिसूचित करते हैं।

अनुसूची

एस डब्ल्यू एम पी से एम टी एफ तक पाइप लाइन कार्य समाप्ति

मंत्रालय का नाम	गांव	का आ	सं भारत के राजपत्र में प्रकाशन की तिथि	कार्य समाप्ति की तिथि
ऊर्जा मंत्रालय (पेट्रोलियम विभाग)	रोहिद	3693	1-10-83	20-12-82

[सं० O-12016/52/82-प्रोड०]

ह०/—

गुजरात के लिए नियमान्तर्गत सक्षम प्राधिकारी

S.O. 1479.—Whereas by the notification of Government of India as shown in the schedule appended hereto and issued under sub section (1) of section 6 of the Petroleum & Minerals Pipeline (Acquisition of Right of user in land) Act 1962 the right of user has been acquired in the lands specified in the schedule appended thereto for the transport of petroleum from d.s SWMC to MTF in Gujarat State.

And whereas the Oil & Natural Gas Commission has terminated the operations referred to in clause (i) of sub section (1) of section 7 of the said Act on 20-12-82.

Now therefore under Rule 4 of the Petroleum Pipelines (Acquisition of right of user in land) rules, 1963, the Competent Authority hereby notifies the said date as the date of termination of operation to above.

#### SCHEDULE

Termination of Pipeline from SWMC to MTF

Name of Ministry	Village	S.O. No.	Date of publication in the Gazette of India	Date of termination of operation
Energy, Deptt. of Petroleum	Rohid	3693	1-10-83	20-12-82

[No. O-12016/52/82-Prod.]

Sd/-Competent Authority under the act for Gujarat

खास एवं नागरिक पूति मंत्रालय

(नागरिक पूति विभाग)

भारतीय मानक संस्था

नई दिल्ली, 18 अप्रैल, 1984

का० आ० 1480—समय समय पर संशोधित भारतीय मानक संस्था (प्रमाणन बिन्दु) विनियम 1955 के विनियम 14 के उप विनियम (4) के अनुसार भारतीय मानक संस्था को और से एतद्वारा अधिसूचित किया जाता है कि लाइसेंस संख्या सी एम/एल-44734 जिसके बारे में नीचे अनुसूची में दिए गए हैं, लाइसेंसधारी के अपने अनुरोध पर 1 दिसम्बर 1983 से रद्द कर दिया गया है :

## अनुसूची

क्रम संख्या	लाइसेंस संख्या और दिनांक	लाइसेंसधारी का नाम और पता	रद्द किए गए लाइसेंस के अधीन वस्तु/प्रक्रिया	सम्बद्ध भारतीय मानक
(1)	(2)	(3)	(4)	(5)
1.	1975-07-14 0447345	मैसर्स कोरोमंडल इन्डग प्रोडक्ट्स (प्रा०) लि०, 28 इल्लुप्पत्तोप्पु, 1 स्ट्रीट कलादियेट मद्रास-6000019 इनका कार्यालय 12 पुलिस कमिश्नर ऑफिस रोड, मद्रास 600008 में है।	डी डी टी 50 प्रतिशत जल विस- जैनीय सूर्य	IS : 565-1975 डीडीटी जल विसर्जनीय धूलनसूर्य की विशिष्ट (दूसरा पुनरीक्षण)

[सी एम डी/55 : 0447345]

## MINISTRY OF FOOD &amp; CIVIL SUPPLIES

(Department of Civil Supplies)

## INDIAN STANDARDS INSTITUTION

New Delhi, the 16th April, 1984

S.O. 1480 .—In pursuance of sub-regulation (4) of regulation 14 of the Indian Standards Institution (Certification Marks) Regulations, 1955 as amended from time to time the Indian Standards Institution hereby notifies that licence No. CM/L-0447345 Particulars of which are given below has been cancelled at the request of the licensee with effect from 1 December 1983.

## SCHEDULE

Sl. No.	Licence No. and Date	Name & Address of the Licensee	Article/Process covered by the licence cancelled	Relevant Indian Standards
1	2	3	4	5
1.	0447345 1975-07-14	M/s. Coromandel Indag Products (P) Ltd., 28-Iluppattoppu I Street, Kaladipte, Madras-600019 having their office at: 12-Police Commissioners, Office Road, Madras-600008.	DDT 50% WDP	IS : 565—1975 Specification for DDT Water Dispersible Powder Concentrates (Second Revision)



[CMD/55 : 0447345]





नई दिल्ली, 30 मार्च, 1984

क्र० आ० 1481.—भारतीय मानक संस्था (प्रमाणन विज्ञान) विनियम 1955 के विनियम, 4 के उपविनियम (1) के अनुसार भारतीय मानक संस्था द्वारा अधिसूचित किया जाता है कि जिन मानक चिह्नों की डिजाइन, शाब्दिक विवरण तथा तत्सम्बन्धी भारतीय मानक के शीर्षक अंकित नीचे अनुसूची में दिए गए हैं, वे भारतीय मानक संस्था द्वारा निर्धारित किए गए हैं।

ये मानक चिह्न भारतीय मानक संस्था (प्रमाणन विज्ञान) अधिनियम, 1952 और उसके अधीन बने नियमों के निमित्त ये मानक चिह्न प्रत्येक के धारों दी गई विधियों से लागू होगी :

## अनुसूची

क्रम संख्या	मानक चिह्न की डिजाइन	उत्पादन/उत्पाद की श्रेणी	तत्सम्बन्धी भारतीय मानक की संख्या और शीर्षक	मानक चिह्न की डिजाइन का शाब्दिक विवरण	लागू होने की तिथि
1	2	3	4	5	6
1.		बुहरे फलैज वाले ढलवां लोहे के फलैज वाले पाइप	IS : 1537-1976 जल, गैस और मल निस्काव के लिए खड़ी ढलाई के लोहे के दाब पाइपों की विशिष्ट (पहला पुनरीक्षण)	भारतीय मानक संस्था जिसके मोनोग्राम में ISI शब्द होते हैं स्तम्भ (2) में दिखाई गेली और अनुपात में तैयार किया गया है और जैसा डिजाइन में दिखाया गया है उस मोनोग्राम के ऊपर भारतीय मानक की पद संख्या अंकित की गई है।	1983-07-01
2.		पोलीइथाईलीन की बाल्टियां	IS : 3730-1966 पोलीइथाईलीन की बाल्टियों की विशिष्ट	"	1983-06-16

(1)	(2)	(3)	(4)	(5)	(6)
3.		घुंपाने के खोल रखड़कृत	IS : 4810-1968 रखड़कृत घुंपाने की चद्दरों और खोलों की विशिष्टि	भारतीय मानक संस्था जिसके मोनोग्राम में "ISI" शब्द होते हैं, स्तम्भ (2) में दिखाई शैली और अनुपात में तैयार किया गया है और जैसा डिजाइन में दिखाया गया है उस मोनोग्राम के ऊपर भारतीय मानक की पद संख्या अंकित की गई है।	1983-10-16
4.		दंत मंजन	IS : 5383-1978 दंत मंजन की विशिष्टि (पहला पुनरीक्षण)	भारतीय मानक संस्था का मोनोग्राम जिसमें "ISI" शब्द होते हैं, स्तम्भ (2) में दिखाई गई शैली और अनुपात में तैयार किया गया है और जैसा डिजाइन में दिखाया गया है उस मोनोग्राम के ऊपर की ओर भारतीय मानक की पद संख्या और वर्ष अंकित किया किया गया है।	1981-05-01
5.		उच्च धनत्व पोलीइथाइलीन कपड़े से बने तिरपाल	IS : 7903-1976 उच्च धनत्व पोलीइथाइलीन बने कपड़े से बने तिरपालों की विशिष्टि	भारतीय मानक संस्था जिसके मोनोग्राम में "ISI" शब्द होते हैं, स्तम्भ (2) में दिखाई शैली और अनुपात में तैयार किया गया है और जैसा डिजाइन में दिखाया गया है उस मोनोग्राम के ऊपर भारतीय मानक की पद संख्या अंकित की गई है।	1983-06-16
6.		ग्राफकेस, प्लास्टिक ढलाई वाले	9848-1981 ग्रीफकेस प्लास्टिक ढलाई वाले की विशिष्टि		1983-08-16



[सी एम डी/139]





New Delhi, the 30th March, 1984

S.O. 1481.—In pursuance of sub-rule (1) of rule 4 of the Indian Standards Institution (Certification Marks) Rules, 1955, the Indian Standards Institution, hereby, notifies that the standard Mark (s) design (s) of which together with the verbal description of the design(s) and the title (s) of the relevant Indian Standard(s) is/are given in the Schedule hereto annexed, has/have been specified.

This/These Standard Mark(s) for the purpose of the Indian Standards Institution (Certification Marks) Act, 1952 and the Rules and Regulations framed thereunder, shall come into force with effect from the dates shown against each :

## SCHEDULE

Sl. No.	Designate of the Standard Mark	Product/Class of Product	No. and Title of the Relevant Indian Standard	Verbal description of the Design of the Standard Mark	Date of Effect
(1)	(2)	(3)	(4)	(5)	(6)
1.		Cast iron flanged pipes, double flanged.	IS : 1537—1976 Specification for vertically cast iron pressure pipes for water, gas and sewage. (first revision)	The monogram of the Indian Standards Institution, consisting of letters 'ISI', drawn in the exact style and relative proportions as indicated in Col (2); the number of the Indian Standard being super-scribed on the top side of the monogram as indicated in the design.	1983-07-01
2.		Polythylene buckets	IS : 3730—1966 Specification for polyethylene buckets	-do-	1983-06-16

1	2	3	4	5	6
3.		Fumigation covers, rubberized.	for polyethylene buckets. IS : 4810—1968 Specification for fumigation sheets and covers, rubberized.	-do-	1983-106
4.		Tooth powder	IS : 5383—1978 Specification for tooth powder. (first revision)	The monogram of the Indian Standards Institution, consisting of letters 'ISI' drawn in the exact style relative proportions as indicated in Col (2); the number of the Indian Standard, alongwith its year, being superscribed on the top side of the monogram as indicated in the design.	1981-05-01
5.		Tarpaulins made from high density polyethylene woven fabric.	IS : 7903—1976 Specification for tarpaulins made from high density polyethylene woven fabric.	The monogram of the Indian Standards Institution, consisting of letters 'ISI' drawn in the exact style and relative proportions as indicated in Col. (2); the number of the Indian Standard being superscribed on the top side of the monogram as indicated in the design.	1983-06-16
6.		Briefcases, plastic moulded.	IS : 9848—1981 Specification for briefcases, plastic moulded.	-do-	1983-08-16

[No. CMD/13 : 9]

का० आ० 1484—भारतीय मानक संस्था (अमान्य चिह्न) विनियम 1955 के विनियम 1955 के विनियम 7 के उपविनियम (3) के अनुसार भारतीय मानक संस्था द्वारा अधिसूचित किया जाता है कि नीचे, अनुसूची में दिए गए विभिन्न वस्तुओं की प्रति इकाई मुहर लगाने की फीस अनुसूची में दिए गए ब्योरे के अनुसार निर्धारित की गई है। यह फीस-प्रत्येक के आगे दी गई तिथियों से लागू होगी।

## अनुसूची

क्रम संख्या	उत्पाद/उत्पाद की श्रेणी	तत्सम्बन्धी भारतीय मानक की संख्या व शीर्षक	इकाई	प्रति इकाई मुहर लगाने की फीस	दिनांक
(1)	(2)	(3)	(4)	(5)	(6)
1.	दोहरे फ्लज वाले ठलवां लोहे के फ्लज वाले पाइप	IS : 1537-1976 जल गैस और मल निस्स्राव के लिए खड़ी ठलाई के लोहे के दाब पाइपों की विशिष्ट पहला पुनरीक्षण	एक मीटर टन	(1) 30 पैसे प्रति इकाई पहली 15000 इकाइयों के लिए और (2) 20 पैसे प्रति इकाई 15001 वीं और इससे ऊपर की इकाइयों के लिए	1983-07-01
2.	पोलीइथाईलीन की बाल्टियां	IS : 3730-1966 पोलीइथाईलीन की बाल्टियां की विशिष्ट	एक किय्रा०	3 पैसे	1983-06-16
3.	धुपाने के खाल रबड़कृत	IS : 4810-1968 रबड़कृत धुपाने की चद्दरों और खोलों की विशिष्ट	एक मीटर	10 पैसे	1983-10-16
4.	दंत मंजन	IS : 5383-1978 दंत-मंजन की विशिष्ट एक किय्रा० (पहला पुनरीक्षण)		25 पैसे	1981-05-01

(1)	(2)	(3)	(4)	(5)	(6)
5	उच्च दहनशील पॉलीइथाइलीन बुने कपड़े से बने तिरपाल	IS : 7903-1976 उच्च दहनशील पॉलीइथालीन बुने कपड़े से बने तिरपालों की विनिर्दिष्ट	100 मी० <sup>2</sup>	(1) रु० 2.00 प्रति इकाई पहली 1000 इकाइयों के लिए और (2) रु० 1.00 प्रति इकाई 1001 वीं और इससे ऊपर की इकाइयों के लिए	1993-06-16
6	ग्रीफकेस प्लास्टिक कलाई वाले	IS : 9848-1981 ग्रीफकेस, प्लास्टिक कलाई वाले की विनिर्दिष्ट	एक ग्रीफकेस	(1) 20 पैसे प्रति इकाई पहली 100000 इकाइयों के लिए; और (2) 10 पैसे प्रति इकाई 100001 वीं और इससे ऊपर की इकाइयों के लिए	1983-08-16

[सं० सी एस डी/13:10]

ए० एस० चीमा, अपर महानिदेशक

S.O. 1482.—In pursuance of sub-regulation (3) of regulation 7 of the Indian Standards Institution (Certification Marks) Regulations, 1955, the Indian Standards Institution, hereby, notifies that the marking fee(s) per unit for various products details of which are given in the Schedule hereto annexed, has/have been determined and the fee(s) shall come into force with effect from the dates shown against each :

## SCHEDULE

Sl. No.	Product/Class of Product	No. and Title of Relevant Indian Standard	Unit	Marking Fee per Unit	Date of Effect
(1)	(2)	(3)	(4)	(5)	(6)
1.	Cast iron flanged pipes, double flanged.	IS : 1537—1976 Specification for vertically cast iron pressure pipes for water, gas and sewage. (first revision)	One Tonne	(i) 30 Paise per unit for the first 15000 units; and (ii) 20 Paise per unit for the 15001st unit and above.	1983-07-01
2.	Polyethylene buckets	IS : 3730—1966 Specification for polyethylene buckets.	One Kg.	3 Paise	1983-06-16
3.	Fumigation covers, rubberized	IS : 4810—1968 Specification for fumigation sheets and covers, rubberized.	One Metre	10 Paise	1983-10-16
4.	Tooth powder	IS : 5383—1978 Specification for tooth powder. (first revision)	One Kg.	25 Paise	1981-05-01
5.	Tarpaulins made from high density polyethylene woven fabric.	IS : 7903—1976 Specification for tarpaulins made from high density polyethylene woven fabric.	100 m <sup>2</sup>	(i) Rs. 2.00 per unit for the first 1000 units; and (ii) Rs. 1.00 per unit for the 1001st unit and above.	1983-06-16
6.	Briefcases, plastic moulded	IS : 9848—1981 Specification for briefcases, plastic moulded.	One Briefcase	(i) 20 Paise per unit for the first 100000 units; and (ii) 10 Paise per unit for the 100001st unit and above.	1983-08-16

[No. CMD/13 : 10]

A.S. CHEEMA, Addl. Director General

## शिक्षा और संस्कृति मंत्रालय

(शिक्षा विभाग)

नई दिल्ली, 18 अप्रैल, 1984

का० आ० 1483.—सार्वजनिक परिसर (अनधिकृत दखलकारी की बेदखली) अधिनियम, 1971 (1971 का 40) की धारा 3 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, केन्द्रीय सरकार, भारतीय उच्च अध्ययन संस्थान, शिमला के रजिस्ट्रार के नाते जो भारत सरकार के राजपत्रित अधिकारी के स्तर के समतुल्य है, एतद्वारा निम्नलिखित सारणी के कालम (1) में उल्लिखित व्यक्ति को उक्त अधिनियम के प्रयोजनार्थ सम्पदा अधिकारी के रूप में नियुक्त करती है, जो उक्त अधिनियम द्वारा अथवा उसके अन्तर्गत सम्पदा अधिकारी के रूप में उसे प्रदान की गई शक्तियों का उपयोग करेगा और उक्त अधिनियम द्वारा अथवा उसके अन्तर्गत सम्पदा अधिकारी को सौंपे गए कर्तव्यों का संदर्भित सारणी के कालम (2) की तदनुकूपी प्रविष्टि में निर्दिष्ट सार्वजनिक परिसरों के सम्बन्ध में अपने क्षेत्राधिकार की स्थानीय सीमाओं के अन्दर पालन करेगा:

नाम	सारणी
सार्वजनिक परिसरों की श्रेणी और क्षेत्राधिकार की स्थानीय सीमाएं	
रजिस्ट्रार, भारतीय उच्च अध्ययन संस्थान शिमला, राष्ट्रपति निवास, शिमला	भारतीय उच्च अध्ययन संस्थान, शिमला राष्ट्रपति निवास, शिमला से संबंधित अथवा उसके प्रशासनिक निबंधन में शिमला जिले की क्षेत्रीय स्थानीय सीमाओं के अन्दर आने वाले परिसर।

[सं० एफ० 6-31/81-यू-3]

एम० एम० वाधवा, अवर सचिव

## MINISTRY OF EDUCATION &amp; CULTURE

(Department of Education)

New Delhi, the 18th April, 1984

S.O. 1483.—In exercise of the powers conferred by section 3 of the Public Premises (Eviction of Unauthorised Occupants) Act, 1971 (40 of 1971) the Central Government hereby appoints the person mentioned in column (1) of the Table below, being the Registrar of the Indian Institute of Advanced Study, Simla, equivalent to the rank of a Gazetted Officer of the Government of India, to be Estate Officer for the purposes of the said Act, who shall exercise the powers conferred and perform the duties imposed on the Estate Officer by or under the said Act, within the local limits of his respective jurisdiction in respect of the public premises specified in the corresponding entry in column (2) of the said Table:—

TABLE

Name	Categories of public premises and local limits of jurisdiction
Registrar, Indian Institute of Advanced Study, Rashtrapati Niwas, Simla	Premises within the territorial local limits of Simla District belonging to and under the administrative control of the Indian Institute of Advanced Study, Rashtrapati Niwas, Simla.

[No F. 6-31/81-U-3]

M.M. WADHWA, Under Secy.

## नौवहन और परिवहन मंत्रालय

(परिवहन पक्ष)

नई दिल्ली, 19 अप्रैल, 1984

का० आ० 1484.—श्री एन० आर० अयाची, जिन्हें भारत सरकार के नौवहन और परिवहन मंत्रालय (परिवहन पक्ष) की अधिसूचना सं० का० आ० 2073, तारीख 4 अगस्त, 1980 द्वारा कांडला डक श्रम बोर्ड के एक सदस्य के रूप में नियुक्त किया गया था, बोर्ड की तारीख 28 फरवरी, 1983, 18 जून, 1983 और 28 अक्टूबर, 1983 को हुई लगातार तीन साधारण बैठकों में, कांडला डक श्रम बोर्ड के अध्यक्ष से अनुपस्थिति की इजाजत लिए बिना अनुपस्थित थे। इस प्रकार, डक कर्मकार (नियोजन का विनियमन) नियम, 1962 के नियम 4 के उपनियम (5) के खण्ड (IV) के निबंधनों के अनुसार वह समझा जाएगा कि उन्होंने अपना पद रिक्त कर दिया है।

और इस प्रकार उक्त डक श्रम बोर्ड में पद रिक्त हो गया है।

अतः, अब, केन्द्रीय सरकार, डक कर्मकार (नियोजन का विनियमन) नियम, 1962 के नियम 4 के उपबन्ध के अनुसरण में, उक्त रिक्ति को अधिसूचित करती है।

[फा० सं० एल० डी० के०/6/83-यू० एस० (एल)]

बी० शंकरलिंगम, उप सचिव

## MINISTRY OF SHIPPING AND TRANSPORT

(Transport Wing)

New Delhi, the 19th April, 1984

S.O. 1484.—Whereas Shri N. R. Ayachi who was appointed as a member of the Kandla Dock Labour Board by the notification of the Government of India in the Ministry of Shipping and Transport (Transport Wing) No S.O. 2073 dated the 4th August, 1980, was absent from three consecutive ordinary meetings of the Board held on 28th February, 1983, 18th June, 1983 and 28th October, 1983, without leave of absence from the Chairman of the Kandla Dock Labour Board and is thus deemed to have vacated his office in terms of clause (iv) of sub-rule (5) of rule 4 of the Dock Workers (Regulation of Employment) Rules, 1962.

And, whereas the vacancy has thus occurred in the said Dock Labour Board.

Now, therefore, in pursuance of the provisions of rule 4 of the Dock Workers (Regulation of Employment) Rules, 1962 the Central Government hereby notifies the said vacancy.

[F. No. LDK/6/83-US(L)]

V. SANKARALINGAM, Dy. Secy.

## निर्माण और आवास मंत्रालय

(संपदा निदेशालय)

नई दिल्ली, 17 अप्रैल, 1984

का० आ० 1485.—केन्द्रीय सरकार, सरकारी स्थान (अप्राधिकृत अधिभोगियों को बेदखली) अधिनियम, 1971 (1971 का 40) की धारा 3 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, नीचे की सारणी के स्तंभ 1 में उल्लिखित अधिकारी, जो जो सरकार के राजपत्रित अधिकारी के समतुल्य अधिकारी है, उक्त अधिनियम के प्रयोजनों के लिए संपदा-अधिकारी नियुक्त करती है जो उक्त सारणी के स्तंभ 2 में निर्दिष्ट सरकारी स्थानों के संबंध में अपनी अधिकारिता की सीमाओं के भीतर, उक्त

अधिनियम द्वारा या उसके अधीन संपदा अधिकारी को प्रवन शक्तियों का प्रयोग और उस पर अधिरोपित कर्तव्यों का पालन करेगा :—

मारणी

अधि कारी का पदाभिधान सरकारी म्थानों के प्रवर्ग और अधि-  
कारिता की स्थानीय सीमाएं

(1)	(2)
सहायक आयुक्त (भूमि और संपदा), जल प्रदाय और मल निपटान उपक्रम) दिल्ली नगर निगम, दिल्ली	दिल्ली संघ राज्य क्षेत्र में स्थित ऐसे सरकारी स्थान, जो दिल्ली नगर निगम के जल प्रदाय और मल निपटान उपक्रम के हैं या उसके द्वारा या उसकी ओर से पट्टे पर लिए हैं, या जो दिल्ली नगर निगम के नाम में किन्तु उक्त उपक्रम के प्रशासनिक नियंत्रण में हैं, ऐसे स्थानों को छोड़कर जो अन्य संपदा अधिकारियों के नियंत्रण में हैं।

[फाइल सं० 21012(4)/82 नीति-IV]

बी० एम० रमन, उप सचिव निदेशक (नीति)

## MINISTRY OF WORKS AND HOUSING

(Directorate of Estates)

New Delhi, the 17th April, 1984

S.O. 1485—In exercise of the powers conferred by section 3 of the Public Premises (Eviction of Unauthorised Occupants) Act, 1971 (40 of 1971), the Central Government hereby appoints the officer mentioned in column (1) of the Table below, being officer equivalent to the Gazetted Officer of the Government, to be Estate Officer for the purposes of the said Act, who shall exercise the powers conferred, and perform the duties imposed on Estate Officer by or under the said Act within the limits of his jurisdiction in respect of the public premises specified in column 2 of the said Table :

TABLE

Designation of the Officer:	Categories of public premises and local limits of jurisdiction
-----------------------------	--

(1)	(2)
Assistant Commissioner (Lands and Estates), Water Supply and Sewage Disposal Undertaking, Municipal Corporation of Delhi, Delhi	Public Premises situated in the Union Territory of Delhi belonging to or taken on lease by, or on behalf of the Water Supply and Sewage Disposal Undertaking of the Municipal Corporation of Delhi, or in the name of Municipal Corporation of Delhi but under the administrative control of the said Undertaking, except such of the premise as are under the control of other Estate Officers.

[F. No. 21012(4)/82-Pol. IV]

V.S. RAMAN, Deputy Director of Estates (Policy)

## MINISTRY OF LABOUR & REHABILITATION

(Department of Labour)

New Delhi, the 21st April, 1984

S.O. 1486.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal Jaipur in the industrial dispute between the employers in relation to the Central Bank of India, Kota and their workmen, which was received by the Central Government on the 4th April, 1984.

केन्द्रीय औद्योगिक न्यायाधिकरण, अयपुर

वेस नं० सी०आई०टी० 3/82

केन्द्र सरकार श्रम मंत्रालय की अधिसूचना सं० एल-12012/47/81-डी/

II(ए) दिनांक 6-1-82

सैक्रेटरी, राजस्थान बैंक एम्प्लॉईज यूनियन, रामपुरा बाजार, कोटा

—प्रार्थी

बनाम

डिवाइजनल मैनेजर, सी०बी०आई०, सिविल लाइन्स, पो०बी०नं० 50-कोटा  
अप्रार्थी

उपस्थिति :

संघ की ओर से :

नियोजक की ओर से :

दिनांक प्रवाद :

कोई हाजिर नहीं है

श्री दिनेश शर्मा

2-2-1983

अवार्ड

केन्द्र सरकार निम्नलिखित विवाद इस न्यायाधिकरण को वास्ते निपटारा प्रपती अधिसूचना सं० एल० 12012/47/81-डी-II-(ए०) दिनांक 6-1-82 के द्वारा औद्योगिक विवाद अधिनियम, 1947 की धारा 10(1) के अन्तर्गत भेजा है :

“Whether the action of the management of Central Bank of India terminating the services of Shri Chhotu Singh, Watchman with effect from 11-12-1973 is legal and justified? If not to what relief is he entitled to?”

श्री दिनेश शर्मा विपक्षी बैक की ओर से उपस्थित हैं। यूनियन को स्टेटमेंट आफ क्लेम पेश करने के लिए काफी समय दिये जा चुके हैं। कोई क्लेम पेश नहीं किया गया है। इससे जाहिर है कि यूनियन और बैक के बीच अब कोई विवाद शेष नहीं रहता है। इसलिए कोई क्लेम पेश नहीं किया गया है, ऐसी सूरत में इस मामले में यूनियन द्वारा क्लेम पेश नहीं करने से नो डिस्प्यूट अवार्ड पास किया जाता है जो भारत सरकार को वास्ते प्रकाशन प्रस्तुत किया जाये।

[सं० एल-12012/47/81-डी II(ए)]

महेन्द्र भूपण शर्मा, न्यायाधीश

S.O. 1487.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Ahmedabad in the industrial dispute between the employers in relation to the Dena Bank, Regional Office, Surat and their workmen, which was received by the Central Government on the 2nd April, 1984.

BEFORE SHRI G.S. BAROT, PRESIDING OFFICER,  
CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL  
AT AHMEDABAD

Reference (ITC) No. 14 of 1983

ADJUDICATION

Between

Management of Dena Bank, Chickli—First Party

And

Their workmen—Second Party

In the matter of termination of services of Shri B.K. Barodia.



STATE : Gujarat

INDUSTRY : Banking

## AWARD

This is a reference made by the Government of India, Ministry of Labour, constituting me as Presiding Officer of the Industrial Tribunal with headquarters at Ahmedabad, in exercise of the powers conferred by Section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947. The reference is made by the Central Government Order No. L-12012/180/83D.II(A) dt. 28-12-83. The dispute, which is referred to this Tribunal for adjudication is stated in the Schedule to the order of reference and it reads:

"Whether the action of the Regional Manager, Dena Bank, regional Office, Surat in relation to their Branch, Samroli, P.O.Chickli, Bulsar in having treated Shri B. K. Barodia, sub-staff, under their Memo No.RO/PER/282/82 dt.15-2-82 that he had abandoned the job of his own volition is justified? If not, to what relief is the workman concerned entitled?"

2. Regular notices were sent to both the parties to file their respective statements. However, before the same is filed, I am glad to know that the parties have settled the matter inter-se and they have filed a joint purshis ex.3 stating that a consent award in terms of the settlement arrived at between the parties as shown in the Annexure to the said purshis may be passed. This purshis ex.3 is presented by the parties in person, viz., the bank manager on behalf of the management and the General Secretary of the union. They admit their signatures and contents of the settlement and they want an award in terms of the settlement. I, therefore, make this Award in terms of the joint purshis ex.3 along with its enclosure, which is annexed hereto and marked Annexure 'A' collectively.

Ahmedabad.

Dt. 27th February, 1984

G. S. BAROT, Presiding Officer

[No. L—12012/180/83—D.II(A)]

Ex-3

## 'ANNEXURE' 'A'

BEFORE THE PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, AHMEDABAD.

Ref (IT) No. 14 of 1983

Between

Shri B.K.Barodia, workman represented by Gujarat Bank Worker's Union.

V/s.

Regional Manager, Dena Bank, Surat.

Whereas, the above Industrial Dispute is referred to your Lordship by Department of Labour, Ministry of Labour and Rehabilitation, Government of India, New Delhi, vide letter No. L-12012/180/83-S. 11(a) dated 28-12-1983 under a copy to us, regarding voluntary abandonment of service of Shri B. K. Barodia, sub-ordinate of Samaroli Branch.

2. And whereas, the parties above, as undersigned, are required to file a statement of claim on or before 16/2/1984, and written statement on or before 16-3-1984 as per your Notice served to us vide letter No. 3505 dated 13-2-1984.

3. In the present case, we, both the parties mutually agree to settle the issues as per terms and conditions mentioned in the Annexure, to resolve the existing Industrial Dispute amicably in order to promote harmonious relations.

4. Under the circumstances, we, both the parties, as undersigned, hereby make a joint application, requesting your honour to pass the consent award in terms of the settlement arrived at between the parties as shown in the Annexure.

Solemaly declared at Ahmedabad on this 27th Day of February, 1984.

Sd/-  
Regional Manager,  
Dena Bank, Surat.

Sd/-Joint Secretary, Gujarat Bank Worker's Union Bulsar Dist.

## ANNEXURE 'I'

BEFORE THE PRESIDING OFFICER, INDUSTRIAL TRIBUNAL, AHMEDABAD.

Ref (IT) No. 14 of 1983

Between

Shri B.K.Barodia, workmen represented by Gujarat Bank worker's Union.

V/s

Regional Manager, Dena Bank, Surat.

SETTLEMENT BETWEEN THE REPRESENTATIVES OF GUJARAT BANK WORKER'S UNION AND THE MANAGEMENT OF DENA BANK, SURAT.

Representatives of Union—Shri Harish Naik, joint Secretary, Gujarat Bank Workers' Union.

Representative of the Management—Shri S. V. Satyarnurthy, Regional Manager, Dena Bank, Surat.

Re : Voluntary abandonment of the service of Shri B. K. Barodia Subordinate of Samaroli Branch.

Shri B. K. Barodia Subordinate Staff was treated as having voluntarily abandoned his services by the Management vide letter No. RO:PER: 282:82 dated 15/2/1982. Representatives of Gujarat Bank Worker's Union objected to the stand taken by the Management. However, the discussion's between the two parties were held on 4th and 5th January, 1984 at Zonal Office, Ahmedabad at length, from all angles and in the larger interest of harmonious relations, it is agreed that Mr. B. K. Barodia be allowed to report for duty on the terms and conditions as mentioned under:—

(1) He will be reinstated in the service of the Bank as a Subordinate Staff with immediate effect and in case he does not report for duty within a week from receipt of communication from the Bank then his reinstatement will not be with immediate effect but from the date he reports for duty and he will not be entitled for wages during this intervening period.

(2) The union will not demand backwages from the date of abandonment of his service till the raising of dispute before Asst. Labour Commissioner (Central) at Ahmedabad on 28th January 1983.

(3) The Bank will pay back wages from 28th Jun. 1983 i.e. the date on which the Industrial Dispute was raised before the Asstt. Labour Commissioner (Central).

(4) He will not earn any leave during the period he has not worked in the Bank and the leave at his credit on the day of abandonment of service will, however be carried forward.

(5) He will be paid salary/back wages at the rate of pay which would have been admissible to him had his services been not discontinued but he will be paid any arrears on account of the increments.

Sd/-  
Regional Manager,  
Dena Bank, Surat.

Sd/-  
Joint Secretary,  
Gujarat Bank Workers' Union,  
Bulsar District.

S.O. 1488.—In pursuance of 17 of the Industrial Disputes Act 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal Ahmedabad in the industrial dispute between the employers in relation to the Dena Bank, Regional Office,

Surat, and their workmen which was received by the Central Government on the 2nd April, 1984.

BEFORE SHRI G.S. BAROT, PRESIDING OFFICER,  
CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL  
AT AHMEDABAD

Reference (ITC) No. 9 of 1984

ADJUDICATION

BETWEEN

Management of Dena Bank, Surat .....First Party  
AND

Their workmen.....Second Party

In the matter of termination of services of Shri M. G. Rathod.

STATE : Gujarat

INDUSTRY : Banking

AWARD

This is a reference made by the Government of India, Ministry of Labour, constituting me as Presiding Officer of Industrial Tribunal with headquarters at Ahmedabad, in exercise of the powers conferred by Section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947. The reference is made by the Central Government Order No. L-12012/246/83-D.II (A) dt. 9-2-84. The dispute which is referred to this Tribunal for adjudication is stated in the Schedule to the order of reference and it reads:

"Whether the action of the management of Dena Bank, Regional Office, Surat in relation to their Salbatpura Branch, Surat in treating Shri M.G. Rathod, Cleaner cum sepy having abandoned the job of his own volition, under their memo No. RO/PER/415/82 dated 11-3-82 is justified? If not, to what relief is the workman concerned entitled?"

2. Regular notices were sent to both the parties to file their respective statements. However, before the same is filed, I am glad to know that the parties have settled the matter inter-se and they have filed a joint purshis ex-2 stating that a consent award in terms of the settlement arrived at between the parties as shown in the Annexure to the said purshis may be passed. This purshis ex-2 is presented by the parties in person, viz., the bank manager on behalf of the management and the secretary of the union. They admit their signatures and contents of the settlement and they want an award in terms of the settlement. I, therefore, make this Award in terms of the joint purshis ex-2 along with its enclosure, which is annexed hereto and marked Annexure 'A' collectively.

G.S. BAROT, Presiding Officer  
[No. L-12012/246/83-D.II(A)]

Ahmedabad, Dt. 27th February, 1984.

Ex-2

ANNEXURE 'A'

BEFORE THE PRESIDING OFFICER, INDUSTRIAL  
TRIBUNAL, AHMEDABAD

Ref. No. (ITC) No. 9 of 1984

BETWEEN

Shri M.G. Rathod, Workmen represented by Gujarat Bank Workers' Union.

V/s.

Regional Manager, Dena Bank, Surat.

Whereas the above Industrial Dispute is referred your Lordships by Department of Labour, Ministry of Labour and Rehabilitation, Government of India, New Delhi vide letter No. L-12012/246/83-D-II (A) dated 9-2-1984 under a copy to us regarding voluntary abandonment of service of Shri M. G. Rathod, Subordinate of Salabatpura Branch.

2. And whereas, the said union, as undersigned, is required to file a statement of claim on or before 21-3-84 as per your notice served to the said Union vide letter No. 4041 dated 22-2-1984.

3. In the present case, we, both the parties mutually agree to settle the issue as per terms and conditions mentioned in the Annexure, to resolve the existing Industrial Dispute amicably in order to promote harmonious relations.

4. Under the circumstances, we both the parties, as undersigned, hereby make a joint application, requesting your honour to pass the consent award in terms of the settlement arrived at between the parties as shown in the Annexure.

Solemnly declared at Ahmedabad on this 27th day of February, 1984.

Sd/-

Regional Manager,  
Dena Bank, Surat

Sd/-

Joint Secretary,  
Gujarat Bank Workers' Union, Surat Dist.

ANNEXURE I

BEFORE THE PRESIDING OFFICER, INDUSTRIAL  
TRIBUNAL, AHMEDABAD.

Ref. (ITC) (9 of 1984)

BETWEEN

Shri M.G. Rathod, workmen represented by Gujarat Bank Workers' Union.

Vs.

Regional Manager, Dena Bank, Surat.

Settlement Between The Representatives of Gujarat Bank Workers' Union and The Management of Dena Bank, Surat.

Representatives of Union:

1. Shri Maresh C. Khandwala, Jr, SEC., Gujarat Bank Workers' Union.

Representatives of The Management:

1. Shri S. V. Satyamurthy, Regional Manager, Den Bpan Surat.

Re:—Voluntary abandonment of the services of Shri M.G. Rathod Subordinate of Salabatpura Branch.

Shri M.G. Rathod, Subordinate staff was treated as having voluntarily abandoned his services by the Management vide letter No. RO/PER/415/82 dated 11-3-82 Representatives of the Gujarat Bank Workers' Union objected to the stand taken by the Management. However, the discussion between the two parties were held on 4th and 5th January, 1984 at Zonal office Ahmedabad at length, from all the angles and in the larger interest of the harmonious relations, it is agreed that Mr. M.G. Rathod be allowed to report for duty on the terms and conditions as mentioned under:

- (i) He will be reinstated in the service of the Bank with immediate effect and in case he does not report for duty within a week from receipt of communication from the Bank then his reinstatement will not be with immediate effect put from the date he reports for duty and he will not be entitled for wages, during the intervening period.
- (ii) The Union will not demand back wages from the date of abandonment of his service till the raising of dispute before the ALC (C) at Ahmedabad on 28-3-1983.
- (iii) The Bank will pay back wages from 28-3-1983 i.e. the date on which the Industrial Dispute was raised before the ALC (C).
- (iv) He will not earn any leave during the period he has not worked in the Bank and the leave at his credit on the day of his abandonment of service will, however, be carried forward.
- (v) He will be paid salary/back wages at the rate of pay which would have been admissible to him had

his services been not discontinued but he will not be paid any arrears on account of the increments.

Ahmedabad, dated this 27 day of February, 1984.

Sd/-  
Regional Manager,  
Dena Bank, Surat.

Sd/-  
Joint Secretary,  
Gujarat Bank Workers' Union,  
Surat Dist.

S.O. 1489.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal Jaipur in the industrial dispute between the employers in relation to the State Bank of Bikaner & Jaipur, Jaipur and their workmen, which was received by the Central Government on the 4th April, 1984.

**CENTRAL INDUSTRIAL TRIBUNAL, RAJASTHAN,  
JAIPUR**

Case No. CGIT 26/1982

**REFERENCE :**

Notification No. 12012/273/80-D.II.B issued by Under Secretary, Government of India, Ministry of Labour, New Delhi, dated 30th July, 1981.

In the matter of Industrial Dispute

**BETWEEN**

The Asstt. General Secretary, Rajasthan Bank Employees Union, C/o Mahaveer General Store, Bharatpur.

**Vs.**

The General Manager, State Bank of Bikaner & Jaipur, S.M.S. Highway Jaipur.

**PRESENT :**

For the Worker—Mr. R. L. Khandelwal

For the Management—Kumari Mithlesh

Date of Award : 20-9-83.

**AWARD**

The Under Secretary to the Government of India Ministry of Labour, New Delhi vide his notification No. 12012/273/80-D.II.A dated 30th July, 1981 has referred the following dispute to this Tribunal under Section 19(1) of the Industrial Dispute Act, 1947 for adjudication :—

Whether the action of the State Bank of Bikaner & Jaipur in relation to their Bharatpur Branch, in terminating the services of Shri R. P. Agarwal, Temporary Cashier with effect from 23-6-74 is justified? If not, to what relief is the workman concerned entitled?

On 22-8-83 a joint application had been filed by the parties that the workers does not want to pursue the case. Shri Khandelwal for the Union states that in view of the wishes of the workers Shri R. P. Agarwal the union no longer well of the workers Shri R. P. Agarwal the union no longer well like to pursue the case. Let a not dispute award be passed.

A no dispute Award is passed, let it be sent to the Central Government for publication.

Judge Central Industrial Tribunal, Rajasthan Jaipur

[L-12012/273/80-D.II(A)]

S.O. 1490.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, New Delhi in the Industrial dispute between the employers

in relation to the Union Bank of India, Kanpur and their workmen, which was received by the Central Government on the 6th April, 1984.

**BEFORE SHRI O. P. SINGHLA, PRESIDING  
OFFICER, CENTRAL GOVT. INDUSTRIAL  
TRIBUNAL, NEW DELHI**

I. D. No. 173/81

In the matter of dispute between

P. N. Bajpai

**Versus**

Union Bank of India, Lucknow.

**APPEARANCES :**

Shri Sat Pal Advocate—for the Management.

Shri Harmangal Prasad—for the workman.

**AWARD**

The Central Government Ministry of Labour, vide Order No. L-12012/32/80-D.II.A, dated 6th November, 1981 made reference of the following dispute to this Tribunal for adjudication :—

“Whether the action of the management of Union Bank of India in relation to their Birhana Road Branch, Kanpur, in not promoting Shri P. N. Bajpai, Clerk-cum-Cashier in place of his junior Shri B. D. Gupta, Clerk-cum-Cashier, General Ganj Branch, Kanpur is justified? If not, to what relief is the workman concerned entitled?”

2. There has been promotion agreement between the management of Union Bank of India and its employees' Association dated 2-10-75. The terms of Para 4 of the Promotion Agreement are as follows :—

“Appointment of Assistant Head Cashier and Head Cashier.—Cashier[Cashier-cum-Clerks] Clerk-cum-Cashiers working regularly in Cash Department will be treated as a separate group for the purpose of appointment as Assistant Head Cashier/Head Cashiers.”

“Head Cashier to Head Shroffs (Officer Grade II Cadre).—(a) Promotion as Head Shroff (Officer Grade II Cadre) will in the absence of adverse service record, be made from Head Cashiers on the basis of State-wide seniority (inclusive of weightage for educational qualifications obtained after appointment as Head Cashier) as Head Cashiers. The Head Cashier of a higher category having a precedence for such promotion over a Head Cashier of a lower category.

(b) Where there are no Head Cashiers in the State, Assistant Head Cashier will be eligible for such promotion on the basis of seniority (inclusive of weightage for educational qualifications obtained after appointment as Assistant Head Cashier.”

3. Mr. P.N. Bajpai joined the Union Bank as Cashier-cum-Godown Keeper on 30-4-71. On his request he was categorised as Clerk-cum-Cashier w.e.f. 1-12-76 and promotion for two years was barred.

The cost of Head Shroff fell vacant and the management appointed Mr. B.D. Gupta, Clerk-cum-Cashier. The workman's case is that he was entitled to that promotion. Management insists that B.D. Gupta was senior most cashier in the area of selection working regularly on cash side and as such he was promoted to such post and that P. N. Bajpai on being regularised as Clerk-cum-Cashier vide memorandum dated 29-11-76 got the right of promotion on clerical side and forfeited the right to be considered for appointment as Head Shroff in the cash department.

4. The question to be decided depends upon the Promotion Agreement quoted earlier.

5. Para 4 of the Promotion Agreement refers to Cashiers[Cashier-cum-Clerks] Clerks-cum-Cashiers working regularly in cash department as a separate group. The applicant was a Clerk-cum-Cashier and was included in the same category as Cashiers and the management is wrong in urging that it is only Cashiers working regularly in cash department who were eligible for promotion and not Clerk-cum-Cashier working in the Cash Department.

6. I am of the clear opinion that Cashiers[Clerk-cum-Cashiers and Cashiers-cum-Clerks] formed a single category and whereas B.D. Gupta was a Cashier Mr. P.N. Bajpai was a Clerk-cum-Cashier and both were entitled to be considered for promotion and Mr. Bajpai had worked in the Cash Department for 540 days since 30-4-71 whereas B.D. Gupta worked for 221 days in the Cash Department having been appointed on 12-10-72. The non-consideration of Mr. P.N. Bajpai by the management for the post of Head Shroff is against the provisions of Promotion Agreement of 1975. Mr. P.N. Bajpai was entitled to promotion after 1978 and should have been considered for promotion when his junior B.D. Gupta was appointed as Head Shroff on 15-6-79.

7. Under the circumstances, the supersession and ignoring of P.N. Bajpai for the post of Head Shroff in their General Ganj Branch at Kanpur is unjustified and the workman is entitled to the relief. The management of Union Bank of India is directed to treat Mr. P.N. Bajpai, Clerk-cum-Cashier as Head Shroff w.e.f. 13.6.79 and to give him emoluments on that basis from that date. There is nothing by the management against the suitability of P.N. Bajpai for that post except that they did not consider him within a zone of consideration and, therefore, the direction is given as above. The award is made accordingly.

Further ordered that the requisite number of copies of this award be forwarded to the Central Govt. for necessary action at their end.

April 2, 1984

O. P. SINGLA, Presiding Officer  
[No. L-12012/32/80-D.II (A)]

S.O. 1491.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal Jaipur in the industrial dispute between the employers in relation to the State Bank of Bikaner & Jaipur, Jaipur and their workmen which was received by the Central Government on the 4th April, 1984.

केन्द्रीय औद्योगिक न्यायाधिकरण, जयपुर

केस नं० सी०आई०टी० 18/1982

केन्द्र सरकार श्रम मन्त्रालय की अधिसूचना सं० एन० 12012/255/80-डी II (ए)  
दिनांक 23-6-81

श्री हनुमान महाय शर्मा मार्फत प्रोविन्सियल प्रेसिडेंट, राजस्थान बैंक एम्प्लॉयज यूनियन, जनता कालोनी, जयपुर;—प्रार्थी

बनाम

जनरल मैनेजर, स्टेट बैंक ऑफ बीकानेर एण्ड जयपुर, हेड आफिस, एस०एम०एस० हाईवे, जयपुर—अपार्थी

उपस्थिति

संघ की ओर से: श्री अणोक परिहार  
नियोजक की ओर से: श्री बी०एल० माथुर  
दिनांक प्रवाद: 21-1-83

प्रवाद

केन्द्र सरकार निम्नलिखित विवाद दृग न्यायाधिकरण को वास्तु निपटारा प्रपती अधिसूचना सं० एन० 12012/255/80-डी II (ए) दिनांक 23-6-81 के द्वारा औद्योगिक विवाद अधिनियम 1947 की धारा 10(1) के अन्तर्गत भेजा है:

"Whether the action of the management of State Bank of Bikaner & Jaipur in terminating the services of Shri Hanuman Sahai Sharma, Subordinate Service Staff with effect from 26-8-76 is justified? If not, to what relief is the worker entitled?"

श्री हनुमान महाय प्रार्थी मय श्री अणोक परिहार व श्री बी०एल० माथुर मय श्री सूर्य नारायण बैंक की ओर से उपस्थित हैं।

दोनों पक्षों का कहना है कि मौजूदा मामले में प्रार्थी और बैंक के बीच में बाह्यी समझौता हो गया है और एक समझौता पत्र कर दोनों पक्ष के प्रतिनिधियों ने इस समझौते की तरफ की। समझौता देखा गया व तस्दीक किया गया जो शामिल मिलान दिया जावे। समझौते के अनुसार बैंक श्री हनुमान महाय प्रार्थी को पुनः 1-2-83 से रखाई सेवा में वापस सेवा में ले लेगा प्रार्थी को प्रथा नियुक्ति में पिछली सेवा के इन्फॉर्मेट ड्यू होगा। प्रार्थी पिछला वेतन, बोनस, पी०एफ० आदि पाने का अधिकारी नहीं होगा। यह समझौता इस प्रवाद का एक भाग होगा। अतः प्रवाद पास किया गया जो भारत सरकार की वास्तु प्रकाशन प्रस्तुत किया जावे।

महेन्द्र भूषण शर्मा, न्यायाधिकरण

[सं० एन-12012/255/80-डी II (ए)]

S.O. 1492.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, New Delhi in the industrial dispute between the employers in relation to the Union Bank of India, Aligarh and their workmen, which was received by the Central Government on the 9th April, 1984.

BEFORE SHRI O. P. SINGLA, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, NEW DELHI

I. D. No. 98/80

In the matter of dispute between :

P. C. Jain through General Secretary, U.P. Bank Employees' Congress.

Versus

Union Bank of India, Bombay.

## APPEARANCES :

Shri P. C. Jain, General Secretary U.P. Bank Employees Congress—for the workman.

Shri Sat Pal—for the Management of U.B.I.

## AWARD

The Central Government, Ministry of Labour, vide Order No. L-12012/78/80-D.II(A) dated 10th September, 1980 made reference of the following dispute to this Tribunal for adjudication:—

“Whether the quantum of punishment viz stoppage of increment for one year permanently that too of 1979 instead of that of 1978, imposed by the management of Union Bank of India on Shri P. C. Jain, sub-staff, Aligarh Branch for the misconduct said to have been proved in the enquiry conducted, is justified? If not, to what relief is the workman concerned entitled?”

2. Mr. P. C. Jain, sub-staff, Aligarh Branch, Union Bank of India was issued a charge sheet No. PD: 3245 dated 11-9-75 for certain acts of misconduct. The following are the articles of chargesheet levelled against P. C. Jain:—

“On 8th November, 1974 one subordinate staff Mr. Ram Dayal was on leave and the other subordinate staff Mr. Vinod Jatav was away to State Bank of India. Mr. P.C. Jain approached the Branch Manager at about 11-00 a.m. with a request for one hour leave. The Branch Manager was not in a position to permit Mr. Jain to leave the branch. Instead of appreciating the difficulty faced by the Branch Manager, Mr. Jain behaved in an indecent manner and said “I will not work and will take leave”. He then submitted an application for sanctioning him leave for 8th November 1974. The leave application submitted by Mr. Jain was declined on account of exigencies of Bank's work. When Mr. Jatav returned from State Bank of India, the Accountant and the Branch Manager advised Mr. Jain to go and get his son medically examined from the doctor. But Mr. Jain refused to go.

Further on 15th May 1975 Mr. P. C. Jain applied for 6 days privilege leave from 19th May 1975 being fully aware that the two other persons were on leave. Mr. Jain also did not give the required notice. The Branch Manager declined the leave applied for by Mr. Jain. He was, however, advised to take one or two days casual leave, if absolutely necessary. Mr. Jain was reported to have told the Branch Manager rudely that the Branch Manager will have to sanction the leave applied for and he would proceed on leave irrespective of whether the leave is sanctioned or not.

It is further reported that when the Branch Manager sanctioned leave on 17th May 1975 to Mr. R. D. Verma Daftary on account of his wife's serious illness, Mr. Jain menacingly questioned the Branch Manager as to how he sanctioned leave to Mr. Verma.

Further Mr. P. C. Jain has directly addressed a letter dated 20th May 1975 to Managing Director, wherein he misrepresented the entire facts by claiming that he was being harassed by the Branch Manager.”

3. The enquiry was conducted by Mr. R. S. Bisht, Enquiry Officer who held all the charges proved against the workman and he made the following observations towards the end of his report:—

“Thus, I have reason to believe that from the very beginning of his career in the bank, Mr. Jain has not been behaving properly with staff members, not obeying the reasonable instructions of his superiors and above all by applying for leave, when his services were required most in the branch. Thus, he has been disturbing the smooth functioning of the branch.

Since all the charges against Mr. Jain have been proved beyond doubt, I now consider the punishment to be imposed upon him. While proposing punishment against a delinquent employee for the proved charges, not only the nature and seriousness of the charges, but also the various extenuating circumstances and past service record should also be considered. The past service record of Mr. Jain has been incorporated in the charge sheet itself, which indicates that the same has not been above-board, rather he has been most arrogant, uncooperative and discourteous with staff members and indisciplined. Maintenance of proper discipline is the prime need for the progress and prosperity of the Banking Industry. In a progressive industry like Bank it is the concerted efforts of dedicated, disciplined and sincere workers, that paves the way for its progress. When an employee imposes himself upon the Superior Officers, it is a serious dereliction of duty, because it interferes with the due discharge of duty of an officer, and his reversal to the position of a subordinate.

In view of this, since Mr. Jain has been charged for serious misconduct of insubordination and doing acts prejudicial to the interest of Bank, a stern action will meet the ends of justice to restore discipline, but I would prefer to adopt a reformatory attitude of punishment and accordingly propose to impose upon him a punishment of stoppage of one annual increment, which will have effect of postponing of his future increment permanently by one year.

Mr. P. C. Jain will, however, be given personal hearing to show cause as to why the proposed punishment should not be imposed upon him.”

4. Mr. P. C. Jain submitted his explanation to the show cause notice dated 16-10-76 (W. 6) in the following items.

“The charge sheet dated 11-9-75, is composed of certain instances of my alleged misbehaviour occurred in 1974 on 8-11-74, after a period of about one year. The instance of 8-11-74 relates to my insistence for grant of leave on account of the sickness of my son. When the leave was declined, I had worked in the office unprovoked and without resistance as I was to obey the orders of my superior even at the cost of inconvenience to me. The significant point on this charge is, that this issue of November 1974 was referred to the Dy. General Manager Sri Raghubar (who later on became the Chairman & Managing Director of the Bank). The said authority looked into this allegation against me and advised me not repeat such insistence for granting leave when the staff strength is short. I have accepted his decision without protest. Therefore, the question of reopening the issue of 8-11-74 does not lie within the jurisdiction of enquiry. Hence, the charge No. 1 against me may kindly be dropped.

The second instance comprising of charge against me is that on decline of my privilege leave (6 days), I am reported to have spoken rudely to the Branch Manager and threatened to proceed on leave even if the leave was declined. I submit that I never proceed on leave on declining of the said leave and therefore, there was factually no threat and the alleged threat was never materialised. From the words "said to have spoken rudely" is inferred that the alleged threat has been interpreted as rude speaking. I emphatically deny that there was no question of giving such a threat which can not be materialised. How could I had proceeded on leave when leave was declined. Simple submissive insistence on my part to the Branch Manager for grant of leave, should not be termed as threat. Hence, I request the Enquiry Officer to drop this charge also.

As regards the 3rd charge against me, I submit that grant of leave to Sri R. D. Verma Daftari, under the same circumstance of short staff strength on which my leave was declined, I felt that favour is being done to the members of majority Union while my leave was mercilessly declined because I am the solitary member of U.P. Bank Employees Association. Naturally I complained to the Branch Manager to this effect but in no way my submission was questioning to the authority of the Branch Manager. How could a member of subordinate staff question the authority of the Branch Manager because the authority to sanction leave undoubtedly rests in him.

On the issue of my sending an advance copy of my letter dated 20-5-75 to the authority concerned, I submit that Award/Settlements have permitted workmen submission of advanced copy of their representation direct to higher authorities. This representation was positively submitted in original through the Branch Manager. Therefore, there was nothing wrong. I pray that this charge should also be dropped as such.

Concludingly, I submit that I have committed neither gross misconduct nor minor misconduct. I am not guilty to any insubordination because I never defied any order of my superior. When the leave was rejected, I faithfully worked in the Bank. I never disobeyed any lawful order of any officer because factually there was no order which I disobeyed. I never lacked in showing proper consideration and courtesy to the officers except that I insisted submissively for grant of my leave."

5. The explanation submitted by P. C. Jain had no effect on the Enquiry Officer-cum-Punishing-Authority, and the punishment proposed of stoppage of one Annual increment, which will have effect of postponing of his future increment permanently by one year, was imposed on him.

6. The evidence led has been recorded and I have heard the representatives of the parties.

7. I am of the clear opinion that Mr. R. S. Bisht Enquiry Officer-cum-Punishing Authority was severe towards the workman, though ostensibly he preferred to adopt a reformatory attitude. The explanation given by the workman, quoted above was worthy of consideration, and certainly showed that the misconduct committed by him was only a minor one, and did not deserve punishment proposed by Mr. Bisht. Accordingly the punishment imposed upon the workman is modified and, in place of major punishment, minor

punishment is imposed on him and his increment shall be stopped only by six months, and will have no permanent effect. The award is made accordingly, and the workman shall get relief on the basis of the modified punishment decided upon by this Tribunal. The management was wrong in imposing a major punishment on P. C. Jain in the circumstances disclosed.

Further ordered that the requisite number of copies of this award be forwarded to the Central Government for necessary action at their end.

March 8, 1984

O. P. SINGLA, Presiding Officer  
[No. L-12012/78/80-D.II(A)]  
N. K. VERMA, Desk Officer

New Delhi, the 19th April, 1984

S.O. 1493.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, New Delhi in the industrial dispute between the employers in relation to the Punjab National Bank, Chandigarh and their workmen, which was received by the Central Government on the 7th April, 1984.

BEFORE SHRI O. P. SINGLA, PRESIDING OFFICER,  
CENTRAL GOVT. INDUSTRIAL TRIBUNAL,  
NEW DELHI

I.D. No 51/81.

H. C. Aggarwal,  
Through P.N.B. Employees Association.

Versus

The Punjab National Bank,  
Chandigarh.

APPEARANCES :

Shri B. C. Jaitly—for the P.N.B.  
Shri C. L. Bhardwaj, General Secretary, A.I.P.N.B-E-A—  
—for the workmen's Union.

AWARD

The Central Government, Ministry of Labour, vide Order No. L-12012/83/80-D. II. A dated 6th April, 1981 made reference of the following dispute to this Tribunal for adjudication :—

"Whether the action of the management of Punjab National Bank, Chandigarh in ignoring Shri H. C. Aggarwal, Clerk/Cashiers for promotion as a Special Assistant from 1-4-79 is justified? If not to what relief is the worker concerned entitled?"

2. H. C. Aggarwal retired from the service of Punjab National Bank on 9-2-81, after attaining the age of superannuation and the reference was made after his retirement by the Central Government. An objection has been raised by the management that the reference cannot be entertained, because the workman had already retired.

3. Mr. H. C. Aggarwal had a position in the priority list, which entitled him to promotion/posting as Special Assistant, which carried special pay. He was offered such posting as Special Assistant during the year 1978, but did not accept the offer of promotion, and was consequently barred for officiation/promotion as Special Assistant for a period of one year from 21-2-78 to 20-2-79, in terms of clause 8A of the settlement dated 26-6-73.

4. The workman's case is that there were vacancies of special assistants after 20-2-79, and he was not appointed and was not offered posting as special assistant after 20-2-79, and

that he made representation to the bank for such appointment on 25-2-79, but was not appointed. He was offered appointment as special assistant only on 13-9-79 and 30-5-80 at P. O. Purkhas, but he declined those postings on the ground that he is entitled to such promotion since April, 1979 and that he had raised a dispute already with Assistant Labour Commissioner, Central Govt. of India before 13-9-79. The management's case is that he really did not want a posting except at station of his choice, and did not factually work as special assistant, and cannot be allowed special assistant's allowance claimed by him from 1-4-79 till 9-2-81.

5. The parties' evidence has been led, and I have examined written arguments of the parties.

6. It is correct that the management made a mistake in not offering a posting to Mr. H. C. Aggarwal during the period April, 1979 to 12-9-79, when there were vacancies of special assistants and the cause was that the priority list of 1-1-79 did not contain his name, on account of his having been barred for promotion upto 20-2-79. It does not seem to be the case of any victimisation of his, but one of a mistake in preparation of the priority list, which could have mentioned him and his debarment upto 20-2-79.

7. However, the workman himself also has to be blamed; even in his representation for posting as special assistant dated 25-2-79 he wanted posting only at specified stations namely Smalka, Sonapat and Gurgaon proper, and at no other place. The posting had to be at the place of need and not at the place which the workman wanted, and that seems to be the reason why the workman did not avail of promotion, when it was offered to him in 1979 and 1980 and, therefore, his claim for special allowance for the period after 13-9-79 must be declined.

8. So far as the management's contention is concerned about the reference being invalid on account of his retirement on 9-2-81, it has no meaning, because the government of India made the reference, despite his retirement, on the basis that he may get monetary relief, when he cannot be actually posted.

9. There is the Award of the Presiding Officer Central Government Industrial Tribunal Chandigarh in reference 3C of 1971 between the management of Punjab National Bank and the workmen, where Sh. P.P.R. Sahni, in award published in Gaz. of India on 5-7-72, ruled that the bank was not justified in refusing a chance to K. L. Gaba to work as special assistant, and ordered the Bank to make good the monetary loss that he had been made to suffer on that account.

10. It is, under the circumstances, necessary to compensate the workman H. C. Aggarwal for the loss that he suffered for not being allowed to officiate as special assistant during the period 21-2-79 till 12-9-79, by not being appointed or promoted as special assistant, when there were vacancies for the same in the bank, on account of their error in not putting his name on the priority list of 1-1-79. He shall be entitled to special assistant's allowance for that period, but his claim for the period subsequent to 13-9-79 is dismissed because he refused to accept appointment offered to him on 13-9-79 and on 30-5-80 at P. O. Purkha. It cannot be presumed that he would have refused such posting during the period 1-4-79 to 12-9-79, despite his representation dated 25-2-79 seeking posting at specified places.

11. Award is made accordingly, ordering payment of special assistant's allowance to the workman during the period 21-2-79 to 12-9-79 at the specified rate, on account of the management's mistake in not giving a posting, entitling him to special assistants' allowance and to make good the loss suffered by him.

Further ordered that the requisite number of copies of this award be forwarded to the Central Govt. for necessary action at their end.

April 3, 1984.

O. P. SINGLA, Presiding Officer  
[No. L-12012/88/80-D. II(A)/D. IV(A)]

S.O. 1494.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Jaipur in the industrial dispute between the employers in relation to the Punjab National Bank, Jaipur and their workmen, which was received by the Central Government on the 5th April, 84.

# CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, JAIPUR

Case No. C.I.T. 5/1981

## REFERENCE :

Desk Officer, Government of India, Ministry of Labour  
Order No. L-12012/207/79-D.II.A dated 23-2-1981.  
In the matter of an Industrial Dispute

## BETWEEN

Shri L. D. Agarwal, Clerk/Cashier through the General Secretary, All India Punjab National Bank Employees Association, 989, Nai Sarak, Delhi.

## AND

The Regional Manager, Punjab National Bank, B-105, University Marg, Bapu Nagar, Jaipur.

## PRESENT :

For the Union—Shri J. M. Sood

For the Bank—Shri P. D. Dube.

Date of Award : 22nd August, 1983

## AWARD

The points which have been referred for adjudication to this Tribunal are (i) whether Shri L. D. Agarwal, Clerk/Cashier was rightly treated as suspended w.e.f. January 29th 1976 instead of January 30th 1976, (ii) whether the full wages for the period January 29th 1976 to the date of joining/reinstatement were correctly not paid, (iii) whether privilege leave and leave without pay was rightly adjusted against the period of absence from duty and (iv) whether the punishment of stoppage of one annual grade increment permanently is justified?

2. The case of the union who has espoused the cause of the worker Shri L. D. Agarwal is that Shri L. D. Agarwal had proceeded on leave from January 5th 1976 and the same was extended up to 24-1-76 by sending two telegrams for extension. Shri L. D. Agarwal reported for duty on 27-1-76 because 25-1-76 was Sunday and 26-1-76 was a gazetted holiday being Republic Day. Shri Agarwal was advised by Officer-in-charge Shri K. M. Agarwal to submit regular leave application along with Medical Certificate as well as Fitness Certificate. He asked Shri K. M. Agarwal that production of fitness certificate will take time as he will have to write the Doctor concerned and that he was fit. He was given a charge sheet on January 30th 1976. According to the union the enquiry was unfair and even otherwise on the material on record no case is made out and none of the charges stand proved.

3. The enquiry Officer found Shri L. D. Agarwal guilty for all the charges except charge No. 5 and the competent authority, the Regional Manager indicated the penalty of dismissal on Shri L. D. Agarwal. On an appeal the dismissal order was set aside and instead the punishment was inflicted on which Shri L. D. Agarwal raised a dispute which has been referred for adjudication to this Tribunal.

4. The opposite party in his reply has justified the punishment inflicted on Shri L. D. Agarwal and has come out with a case that the enquiry was fair and proper and all the charges except charge No. 5 have been proved.

5. Earlier under my order dated 1st August 1983 after hearing arguments on the preliminary question of fairness of domestic enquiry, I held the domestic enquiry to be fair and proper.

6. Today I have heard the arguments on merits. The charges against Shri L. D. Agarwal relate to the incident dated 27th January 1976 which took place in between Shri L. D. Agarwal and Shri K. M. Agarwal, the Incharge of the Bank on that day. A charge has also been served as to whether in refusing



to accept the service of suspension order Shri Agarwal committed a misconduct. It may be stated that the charges which were framed against Shri L. D. Agarwal and for which the domestic enquiry was held against him, are contained in the charge-sheet dated February 27th 1976. The first charge is that as Shri L. D. Agarwal has not submitted any application for grant of sick leave and only a request to extend the leave by two telegrams was sent, therefore, Shri K. M. Agarwal Accountant Incharge asked Shri L. D. Agarwal to produce sickness certificate but no sickness certificate was given. The charge is also that Shri L. D. Agarwal spoke in a loud voice that he is fit and that is why he has come to work. Shri L. D. Agarwal also told Mr K. M. Agarwal that because there was shortage in cash that is why charge is not being given to me. Thus Shri L. D. Agarwal levied a false charge on Shri K. M. Agarwal that he would not allowed to take charge because the cash was short. Let us see as to whether any evidence on record from which this charge stand proved.

7. Shri K. M. Agarwal to whom the words that Mr. L. D. Agarwal was not allowed to take charge because there is shortage of cash are said to have been uttered, has not been examined in the domestic enquiry. May be he was the officer representing the Bank in the domestic enquiry, but as the incident is said to have been taken place with him and because the words are said to have been uttered to him, it was very necessary that he should have been produced as a witness for cross examination so that the delinquent Shri L. D. Agarwal might have had an opportunity to cross examine him. Failure to produce Shri K. M. Agarwal is a serious locuna and in his absence the charge cannot be said to be proved. On behalf of the Bank during the course of domestic enquiry the statement of Shri K. C. Sharma was recorded. Shri K. C. Sharma in cross examination admitted that the exchange of hot words in between Shri L. D. Agarwal and Shri K. M. Agarwal took place before his arrival. Thus even from the statement of Shri K. C. Sharma, the charge cannot said to be proved. Shri Ram Bharose Sharma another witness for the management does not say a word so far as the charge No. 1 is concerned.

8. Charge No. 2 is with regard to the incident dated 27th January 1976 at 2.20 p.m. It is to the effect that Shri L. D. Agarwal tried to take away the sickness certificate which had the endorsement, without his permission. When he (K. M. Agarwal) asked him not to do so, he tried to snatch it away and to secure that end he also manhandled him and the sickness certificate was torn by him. So far as Shri K. C. Sharma is concerned he is not a witness with regard to the incident and the only witness is Shri Ram Bharose Sharma who says that he had come to the Bank to take loan for a tractor. Shri K. M. Agarwal has not been examined with regard to this charge and an opportunity to cross examine him with regard to this charge has been denied to him. Procedure for taking disciplinary action is contained in Section (III) of the Shastry Award and clause 521 provides that a person against whom disciplinary action is proposed or likely to be taken should in the 1st instance, be informed of the particulars of the charge against him, he should have a proper opportunity to give his explanation as to such particulars. Sub-para 10 contains the procedure and 10(a) provides that an employee against whom disciplinary action is proposed or likely to be taken shall be given a charge sheet clearly setting forth the circumstances appearing against him and a date shall be fixed for enquiry. He shall be permitted to appear before the officer conducting the to cross examine any witness on whose evidence the charge rests. The question of cross examination of a witness will only arise if one is produced in support of the charge. That apart it cannot be disputed that the charge rests mainly on Shri K. M. Agarwal with whom the incident is said to have taken place and he was not produced for reasons best known to the representative conducting the case of the Bank who was none else but Shri K. M. Agarwal himself. Thus none production of Shri K. M. Agarwal with regard to charge No. 2 is a serious infirmity in the case of the management. Be that as it may. Let us see as to whether from the material available on record can it be said that this charge stands proved. The only witness as already said earlier is Shri Ram Bharose Sharma. He does not state as to what was the time when he gone to the Bank. The charge was that the incident took place at about 2.20 p.m. He states that when he entered the Manager's room he found Shri L. D. Agarwal and Manager Shri K. M. Agarwal sitting face-to-face and exchanging hot words. He also states that Shri L. D. Agarwal was trying to snatch away the papers

from the hand of Shri K. M. Agarwal. He states that Shri K. M. Agarwal had picked up the papers from table before Shri L. D. Agarwal could lay his hands on them. In the scuffle papers were torn. He admits that he did not avail an advance from the branch. According to him he had given his statement in writing and the same is Ex. 3. A look at Ex. 3 will go to show that there is no mention in it that in the scuffle the papers were torn. From his statement alone therefore, more so, in the absence of the statement of Shri K. M. Agarwal, the person with whom the incident is said to have been taken place, it cannot be said that the charge stands proved. In view of the fact that from the evidence of the witness produced for the Bank, the charge is not held proved. I have not discussed the evidence produced on behalf of the worker.

9. Charge No. 3 is in two parts. First part is that it was about 1.30 p.m. that a party had come to the bank for Tractor loan on January 27th, 1976 and no sooner the party set, Shri L. D. Agarwal started direct talks with him and gave out that he will not get any loan from the bank and he should not expect to any loan. The second part is that the same thing was said outside the bank premises. It may straight away he said that so far as the charge relating to the incident inside the bank there is absolutely no evidence. The only evidence is of Shri Ram Bharose Sharma who has stated that it was outside the bank that Shri L. D. Agarwal told him that he should not expect any loan from the manager. The charge is not that Shri L. D. Agarwal gave out that no loan will be granted by the present manager. A look at Ex. , a document admitted to be in the writing of Shri R. D. Sharma will show that he even professes to be a witness of incident of January 28th, 1976. He does not avail any advance from the bank, he does not take any tractor from the bank, no application is said to have been given for loan for which there should be a procedure. On this statement firstly it cannot be held proved that outside the bank he uttered any such words and secondly it does not appear to be a misconduct within the meaning of para 19.5 (j) of settlement of the Industrial Disputes between Certain Banking Companies and their workmen which defines gross misconduct. Thus this charge is also not brought home to Shri L. D. Agarwal.

10. Charge No. 4 is with regard to refusal to take the suspension order of January 29th 1976 at 4.30 p.m. Shri Ballabh Das, witness for the Bank states that he went to deliver the suspension order on January 29th 1976. He does not state that he want to serve the order on January 29th 1976. Another witness is Shri Rameshwar Prasad. He states that it was on 29th January 1976 at 5.00 p.m., an attempt to serve the suspension order is said to have been made by Shri K. M. Agarwal but he has not been examined. Assuming for the sake of arguments that Shri K. M. Agarwal did try to serve the suspension order on January 29th, 1976, at 4.35 p.m. it will still not be a gross misconduct within the meaning of para 19.5 of the settlement referred to earlier. Mr. Dube representing the Bank management submits that it will come under para 19.5 (c) of the settlement which reads "wilful insubordination or disobedience of any lawful and reasonable order of the management or a superior." Thus to my mind even assuming, though not accepting that Shri K. M. Agarwal tried to serve the suspension order on January 29th, 1976 on Shri L. D. Agarwal and he refused to receive it, it is not a gross misconduct under 19.5 of the settlement.

11. Even the Enquiry Officer has held that charge No. 5 is not proved.

12. Charge No. 6 is that on 30th January '76 at about 10.45 a.m. when the peon wanted to deliver a letter from Accountant Incharge (Shri K. M. Agarwal) to Shri L. D. Agarwal, he refused to take it. This again is about the refusal to take the suspension order and even assuming that Shri L. D. Agarwal refused to take this order, it is not a misconduct within the meaning of para 19.5 of the settlement referred to earlier.

13. In the result none of the charge stand proved against the worker Shri L. D. Agarwal. The evidence is such on which no reasonable man can arrive at a finding that the charges or any of them stand proved.

14. In the result the penalty which has been awarded to Shri L. D. Agarwal cannot be sustained. It is hereby declared that the action on the management of Punjab National Bank in relation to its Koela Branch in treating Shri L. D.



Agarwal, Clerk/Cashier Incharge w.e.f. 29-1-79 instead of 30-1-76, not paying full wages for the period from 29-1-76 to the date of joining/reinstatement, adjusting privilege leave and leave without pay against the period of absence and awarding a punishment of stoppage of one graded increment permanently is not justified. The worker Shri L. D. Agarwal is entitled to the full wages from the period 29-1-76 to the date of joining/reinstatement. The punishment of stoppage of one grade increment permanently is set aside.

15. Let this Award be sent to the Central Government for publication under Section 17(1) of the Industrial Disputes Act, 1947.

MAHENDRA BHUSHAN SHARMA, Presiding Officer  
[No. L-12012/207/79-D.I/D.IV(A)]

New Delhi, the 25th April, 1984

S.O. 1495.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal No. II, Bombay in the industrial dispute between the employers in relation to the Life Insurance Corporation of India, Bombay and their workmen, which was received by the Central Government on the 9th April 1984.

#### BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL NO. 2, BOMBAY

##### PRESENT :

Shri M. A. Deshpande  
Presiding Officer

Reference No. CGIT-2/2 of 1984

##### PARTIES :

Employers in relation to the management of Life Insurance Corporation of India, Divisional Office

Bombay

AND

their workman

##### APPEARANCES

For the Employers : Shri P. Vaidyanathan, Assistant Secretary (Legal).

For the workman : Shri V. B. Kathuria, Joint Secretary, All India LIC Employees' Federation.

INDUSTRY : Life Insurance,

STATE : Maharashtra.

Bombay, the 27th March, 1984

##### AWARD

By their order No. L-17012/7/83/D-IV(A) dated 10-1-1984 the following dispute has been referred for adjudication under Section 10(1)(d) of the Industrial Disputes Act, 1957:—

“Whether the action of the management of LIC of India, Bombay Divisional Office, Bombay in not granting special leave to Shri R. S. Shirke, peon for the period from 4-1-80 to 22.3.1980 is justified? If not, to what relief is the workman concerned entitled?”

2. As the reference stands it relates to claim of special leave for 79 days by the workman known as

Shri R. S. Shirke on the ground it seems that he who was Captain of Kabaddi Team, while undergoing practice sustained injury and therefore had to proceed on leave which according to him should have been treated as special leave. As seen from the writing of Management the said request has been granted and special leave for 79 days from 4-1-1980 to 22-3-1980 has been sanctioned by the Life Insurance Corporation as a result of which the Union espousing the cause of the workman has no objection to dispose of the reference vide their ‘precipe’ dated 27-3-1984.

3. In view of the grant of special leave though subsequent to the reference the very cause has disappeared and hence the reference cannot survive and is disposed of.

Award accordingly.

No order as to costs.

Sd/-

M. A. DESHPANDE, Presiding Officer  
[No. L-17012/7/83-D.LV(A)]

S. S. PRASHER, Desk Officer.

New Delhi, the 19th April, 1984

S.O. 1496.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal No. 1, Dhanbad in the industrial dispute between the employers in relation to the management of Muraidih Project of Messrs Bharat Coking Coal Limited, and their workmen, which was received by the Central Government on the 5th April, 1984.

#### BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL NO. 1, DHANBAD

In the matter of a reference under section 10(1)(d) of the Industrial Disputes Act, 1947.

Reference No. 22 of 1983

##### PARTIES :

Employers in relation to the management of Muraidih Project of Messrs Bharat Coking Coal Ltd.

AND

Their Workmen

##### PRESENT :

Mr. Justice Manoranjan Prasad (Retd.) Presiding Officer.

##### APPEARANCES :

For the Employers—Shri B. Joshi, Advocate.

For the Workmen—Shri B. K. Ghose, Member, Executive Committee, Janta Mazdoor Sangh.

STATE : Bihar.

INDUSTRY : Coal.

Dhanbad, dated the 29th March, 1984

##### AWARD

The Central Government in the Ministry of Labour has by Order No. L-20012(428)/82-D.III(A) dated, the 2nd April, 1983, in exercise of the powers conferred by clause (d) of sub-section (i) of section 10 of the Industrial Disputes Act, 1947, referred the following dispute to this Tribunal for adjudication :

“Whether the action of the management of Muraidih Colliery of Messrs Bharat Coking Coal Limited in giving Excavation group ‘D’ upto 23-9-1982 and Group ‘C’ from 24-9-1982 to Shri K. C. Seal, Welder is justified in terms of grading and job description of Excavation fixed by the Standardisation Committee of J.B.C.C.I. ? If not, to what relief is the workman entitled ?”

2. The case of the management is that the concerned workman, Sri K. C. Seal, was appointed as a Welder on 14-8-1979

by letter dated 13-8-1979 in which he was offered Grade-D which he accepted and only after his acceptance he was put on the job of a welder in Grade-D. The management has every right to appoint a workman in any grade at the initial stage according to his qualification, experience and performance at the interview and general make up of his mind and other factors, and, accordingly the concerned workman was fixed in Grade-D welder at his initial appointment. Past experience of a workman under his previous employer is considered at the time of selection for his recruitment but is not counted for his seniority or promotion to a next higher grade and what is relevant is his experience under the present management for his promotion after the concerned workman had worked for a few years and was found suitable for Excavation Grade-C he was given Excavation Grade-C from 24-9-82. In the circumstance the concerned workman is not entitled to any relief.

3. The case of the concerned workman, on the other hand, is that he was, no doubt, appointed by M/s. Bharat Coking Coal Limited as welder (Excavation) in July, 1979 in Grade-D in the scale of wages of National Coal Wage Agreement. But at the time of his appointment he already held National Trade Certificate in the trade of welder and experience of working for more than 8 years as welder at the Dandakaranya Project of the Government of India. Subsequently, a Sub-Committee 'C', appointed by the Joint Bipartite Committee for Coal Industry on categorisation and job description in respect of grading, job description and designation of the excavation section of mines. At a meeting held on 17-9-1981 the Standardisation Committee of the Joint Bipartite Committee for Coal Industry approved certain unanimous recommendations of the Committee 'C' as appended to their circular letter No. C5CJBCCIIR/94/MP/1167 dated 2-2-1981. As per the above recommendations, the concerned workman, however, came under item No. 9 (EP Welder Gr. I) under Group-B on the basis of his prior experience for more than 8 years at the Dandakaranya Project at the time of his appointment in M/s. Bharat Coking Coal Ltd., and he is, therefore, entitled to rectification of his grade accordingly.

4. Certain documents have been exhibited on each side after their formal proof has been dispensed with the other side. But no oral evidence has been led by either side and the case has been argued on the basis of the exhibited documents.

5. Ext. M-3 is the photostat copy of a letter dated 8-7-79 issued by the Personnel Manager (Man-power & Recruitment) of M/s. Bharat Coking Coal Ltd. to the concerned workman offering him appointment as temporary welder (Excavation) in Grade-D on an initial basic daily wage of Rs. 15.90 in the basic wage scale of Rs. 15.90.0.64.22.30. This was accepted by the concerned workman by his letter of acceptance dated 17-7-1979 (Ext. M-4) addressed by him to the Personnel Manager (Recruitment) in which he accepted the post of welder in Grade-D. Thereupon, by Office Order dated 20/21-8-1979 (Ext. M-1) the concerned workman, who had joined in D&C Divn., Vikas Bhawan, Dhanbad, on 18-8-79 as welder in Excavation Grade-D in the scale of wages of Rs. 15.90.0.64-22.30 per day with initial basic of Rs. 15.90 only per day, was posted at Muraidih project with immediate effect and he was directed to report for his work to the Project Manager, Muraidih. In response to the aforesaid office order, the concerned workman reported for duty at Muraidih colliery on 21-8-79 by submitting his joining report dated 21-8-79 (Ext. M-2) to the Project Manager, Muraidih colliery who accordingly allowed him to join duty from 22-8-79. The aforesaid documents clearly show that the management had in very plain words offered to the concerned workman the post of welder (Excavation) in Grade-D on an initial daily basic wage of Rs. 15.90 only per day in the scale of Rs. 15.90.0.64-22.30 which the concerned workman had gladly accepted and joined with his eyes open, and this is also not disputed by the concerned workman. It is also the case of the management that after the concerned workman had worked as welder (Excavation) in Grade-D for a few years, he was fixed in Excavation Grade-C on 24-9-82, which is also not disputed.

6. The contention of the concerned workman, however, is that as per recommendations of the Sub-Committee 'C' appointed by the Joint Bipartite Committee for Coal Industry which were approved by the Standardisation Committee of

the Joint Bipartite Committee for Coal Industry, he came under item No. 9 (EP) Welder Grade-I under Group-B because of his qualification and past experience of more than 8 years at the Dandakaranya Project of the Government of India at the time of his appointment as welder in Grade-D in July 1979 under M/s. Bharat Coking Coal Ltd. and hence his grade should be rectified accordingly.

7. Ext. M-5 is a photostat copy of the report of the Sub-Committee 'C' in respect of grading, job description etc. of Excavation. It has classified the workman of Excavation in Special Grade, Group-A, Group-B, Group-C, Group-D, Group-E and Group-F. The concerned workman claims to be an Excavation Plant Welder Grade-I under item No. 9 of Group-B of the said report which gives the following qualifications :

"EP Welder Gr. I : A highly skilled workman possessing at least eight years experience of all types of welding and cutting with gas or electric equipment. He must be capable of undertaking all types of welding jobs independently and possess adequate knowledge about the types of materials to be welded and use of proper electrodes. He should undertake vertical overload and other intricate welding jobs."

In that very report there is also reference about Excavation Plant Welder Grade-II in Item No. 8 of Group-C which gives the following qualifications :

"EP Welder Gr. II : A skilled workman possessing at least 4 years experience of all types of welding and cutting with gas or electric equipment. He should undertake all types of welding jobs. He should have some knowledge of the use of proper electrodes."

There is also a reference in the said report about Excavation Plant Welder Grade-III under Item No. 6 of Group-D which gives the following qualifications :

"EP Welder Gr. III : A workman who can handle both Electric welding and gas welding equipment and automatic machines. He should have some knowledge of the preparations required for special type of jobs. He should have thorough knowledge of materials to be used and must be capable of working independently. He should be able to read drawings."

It would thus be noticed that welders with different knowledge and experience in welding have been placed under Item No. 9 of Group-B, Item No. 8 of Group-C and Item No. 6 of Group-D. Since the concerned workman claims to be an Excavation Plant Welder Grade-I under Item No. 9 of Group-B from the date of his appointment on 14-8-79 under M/s. Bharat Coking Coal Ltd., the burden surely lies on him to show that he possessed the qualification specified for the same in the aforesaid report (Ext. M-5), namely, that at the time of his said appointment he was a highly skilled workman possessing at least 8 years experience of all types of welding and cutting with gas or electric equipment and that he was capable of undertaking all types of welding jobs independently and possessed adequate knowledge about the types of materials to be welded and use of proper electrodes and he was capable of undertaking vertical overload and other intricate welding jobs. To prove this the concerned workman has exhibited two documents. One is a National Trade Certificate dated 27-2-75 (Ext. W-2) granted by the Principal, Dandakaranya Project, certifying that he having completed the course of training at Industrial Training Institute, Dandakaranya Project and passed the prescribed trade test in trade of welder held between 25th and 28th April, 1967, was awarded the Trade Certificate. The other is a certificate dated 4-8-79 (Ext. W-1) granted by the Executive Engineer (Mech.), Dandakaranya Project, certifying that the concerned workman had worked under him as welder from 1-12-70 to 31-12-79 and during that period he had found him sincere, hard working and painstaking and his work was quite satisfactory. These two certificates by themselves, however, do not fulfil the qualifications of Excavation Plant Welder Grade-I given under Item No. 9 of Group-B of the said report (Ext. M-5) and hence on the basis of these two certificates alone it is not possible for the Tribunal to place him as Excavation Plant Welder Grade-I under Item No. 9

of Group-B of the aforesaid report (Ext. M-5) from the very date of his appointment as a welder in Grade-D in M/s. Bharat Coking Coal Ltd., with effect from 14-8-79 or from any subsequent date specially so when the management had offered him by letter dated 8-7-1979 (Ext. M-3) the post of a welder (Excavation) in Grade-D only with an initial basic pay of Rs. 15.90 per day in the scale of Rs. 15.90-0. 64-22.30 which he had himself accepted in his letter of acceptance dated 17-7-79 (Ext. M-4) and when by another letter dated 20/21-8-79 (Ext. M-1) he was directed by the management to join as welder (Excavation) Grade-D at Muraidih, he gladly joined there by submitting his joining report dated 21-8-79 (Ext. M-2). In the circumstance, the concerned workman is not entitled to any relief on the evidence adduced.

8. In the result, it is held that the action of the management of Muraidih Colliery of M/s. Bharat Coking Coal Ltd. in giving Excavation Grade-D upto 23-9-82 and Grade-C from 24-9-82 to the concerned workman, Sri K. C. Seal, welder, is justified and the concerned workman is not entitled to any relief. The reference is answered and the award is made accordingly. But in the circumstance of the case there will be no order as to cost.

MANORANJAN PRASAD, Presiding Officer.  
[No. L-20012(428)/82-D.III(A)]

S.O.1497.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal No. 1, Dhanbad in the industrial disputes between the employers in relation to the management of Muraidih Project of Messrs Bharat Coking Coal Limited, and their workmen, which was received by the Central Government on the 5th April, 1984.

#### BEFORE THE CENTRAL GOVERNMENT, INDUSTRIAL TRIBUNAL NO. 1, DHANBAD

In the matter of a reference under section 10(1)(d) of the Industrial Disputes Act, 1947.

Reference No. 23 of 1983

#### PARTIES :

Employers in relation to the management of Muraidih Project of Messrs Bharat Coking Coal Limited.

AND

Their Workmen

#### APPEARANCES :

For the Employers.—Shri B. Joshi, Advocate.

For the Workman.—Shri B. K. Ghose, Member, Executive Committee, Janta Mazdoor Sangh.

STATE : Bihar

INDUSTRY : Coal

Dhanbad, the 30th March, 1984

#### AWARD

By Order No. L-20012(409)/82-D.III(A) dated the 2nd April, 1983, the Central Government in the Ministry of Labour has, in exercise of the powers conferred by clause (d) of sub-section (1) of section

10 of the Industrial Disputes Act, 1947, referred the following dispute to this Tribunal for adjudication :

"Whether the demand for placement of Shri B. K. Mukherjee, Auto E. P. Electrician at Muraidih Project of Messrs Bharat Coking Coal Limited, in Excavation group 'B' (Grade-I) from August, 1979, as per J.B. C.C.I. standardisation Committee decision of February, 1981, is justified in the light of his past experience? If so, to what relief is the workman entitled?"

2. The case of the management is that the concerned workman, Sri B. K. Mukherjee, was appointed as E.P. Auto Electrician on 6-8-1979 in Muraidih Project of M/s. Bharat Coking Coal Ltd. by letter No. BCCL/PA/111/52 Rectt-D. N. K. Project/79 dated 8-7-1979 and he was offered Excavation Grade-D after judging his qualifications, experience and merit at the time of his selection. He accepted the terms and conditions embodied in the letter of appointment and only thereafter he was taken in the employment. At the time of recruitment the employers possess the right to select proper types of persons to fill up certain posts and thereafter the seniority of a person appointed in a particular grade will start from the date of his placement in that grade. After the concerned workman worked for a few years in Grade-D he was placed in Grade-C with effect from August 1982. It appears that the concerned workman wants his experience in other factories for workshops prior to his recruitment under the management of M/s. Bharat Coking Coal Ltd. to be counted for computing his experience and seniority for being straightway promoted to Grade-B retrospectively from the very date of his appointment which is a fantastic proposition. In the circumstance, the concerned workman is not entitled to any relief.

3. The case of the concerned workman, on the other hand, is that he was appointed in M/s. Bharat Coking Coal Ltd. as Auto Electrician in Grade-D of the N.C.W.A. as per letter of appointment issued to him on 8-7-79 and he was posted at Muraidih Open Cast Project. At the time of his appointment, however, he was already having National Trade Certificate in the trade of electrician and experience of working for more than 8 years as Auto Electrician under the Dandakaranya Development Authority, Ministry of Rehabilitation, Government of India. Subsequently, a Sub-Committee 'C' appointed by the Joint Bipartite Committee for Coal Industry on categorisation and job description of jobs where they did not exist in miscellaneous sections including Central Excavation workers made certain recommendations in respect of grading, job description and designation of the Excavation section of mines. At a meeting held on 17-1-81 the Standardisation Committee of the Joint Bipartite Committee discussed and approved certain unanimous recommendations of the Committee 'C' as appended to their circular letter No. C5C/IRCCI/IR/94/MP/1167 dated 2-2-1981. As per the above recommendations the concerned workman comes under item No. 7 (EP Electrician Gr. I) under Group B of the above circular and he is entitled to rectification of his grade on the basis of his prior experience for more than 8 years under Dandakaranya Development Authority at the time of his appointment in M/s. Bharat Coking Coal Ltd.

4. Certain documents have been exhibited on each side after their formal proof has been dispensed with by the other side. The concerned workman Sri B. K. Mukherjee has also examined himself as WW-1. No witness has been examined on behalf of the management.

5. Ext. M-1 is a photostat copy of a letter dated 8-7-79 issued by the Personnel Manager (Man-power and Recruitment) of M/s. Bharat Coking Coal Ltd. to the concerned workman offering him appointment as temporary Auto Electrician in Grade-D on an initial basic wage of Rs. 15.90 in the basic wage scale of Rs. 15.90-0.64-22.30. Ext. M-2 is the joining report dated 6-8-79 of the concerned workman which he had submitted to the Senior Personnel Officer, M/s. Bharat Coking Coal Ltd. with reference to the offer made to him under the aforesaid letter dated 8-7-79 for the post of Auto Electrician in Grade-D in the scale of Rs. 15.90-0.64-22.30. The aforesaid documents clearly show that the management had in very plain words offered to the concerned workman the post of Auto Electrician in Grade-D on an initial basic of Rs. 15.90 only per day in the basic wage scale of Rs. 15.90-0.64-22.30 which he had gladly accepted and joined with his eyes open, and this is also not disputed by the concerned workman. It is also the case of the management that subsequently after the concerned workman had worked in Grade-D for a few years, he was placed in Grade-C with effect from August 1982, which is also not in dispute.

6. The contention of the concerned workman, however, is that as per recommendations of the Sub-Committee 'C' appointed by the Joint Bipartite Committee for Coal Industry and which were approved by the Standardisation Committee of the Joint Bipartite Committee for Coal Industry, because of his qualification and past experience of 8 years in Dandakaranya Project he came under Item No. 7 EP Electrician Grade-I under Group-B at the time of his appointment in M/s. Bharat Coking Coal Ltd. and, therefore, his Grade should be rectified accordingly with retrospective effect.

7. Ext. M-3 is a copy of the report of the Sub-Committee 'C' in respect of grading, job description etc. of electrician. It has classified the workman of Excavation in Special Grade, Group-B, Group-C, Group-D, Group-E and Group-F. The concerned workman claims to be EP Electrician Grade-I under Item No. 7 of Group-B of the said report which gives the following qualifications :

"EP Electrician Gr. I : A highly skilled workman possessing not less than seven years experience in the maintenance and repair of electrical system of heavy duty excavation equipments. He should possess statutory qualification, viz. HT permit and be capable of reading diagrams and having thorough knowledge of working circuit and of the construction and use of all items of electrical equipment. He should detect and rectify faults with minimum delay. Alternatively he should possess six years experience as auto electrician on heavy earth moving machines."

In that very report there is also a reference about EP Electrician Grade-II in Item No. 6 of Group-C which gives the following qualifications :

"EP Electrician Gr. II : A skilled workman possessing not less than four years experience in the maintenance and repairs of electrical systems of heavy earth moving equipment. He should have some knowledge of working circuits and should hold statutory qualifications of at least medium tension to be an electrician. Alternatively, he should possess 4 years experience as auto-electrician on heavy earthmoving machinery."

There is also a reference in the said report about EP Electrician Grade-III under Item No. 4 of Group-D which gives the following qualifications :

"EP Electrician Gr. III : A workman possessing statutory qualification, capable of reading drawing and having thorough knowledge of working circuits and the construction and use of all electrical equipment. He must be able to detect and rectify the faults with minimum delay and dismantling of the equipment in question. He must be capable of working independently."

It would thus be noticed that EP Electricians with different knowledge and experience have been placed under Item No. 7 of Group-B, Item No. 6 of Group-C and Item No. 4 of Group-D. Since the concerned workman claims to be Excavation Plant Electrician Grade-I under Item No. 7 of Group-B from the very inception of his appointment and joining on 6-8-79 under M/s. Bharat Coking Coal Ltd., the burden surely lies on him to show that he possessed the qualifications specified for the same in the aforesaid report (Ext. M-3), namely, that he was a highly skilled workman possessing not less than 7 years experience in the maintenance and repair of electrical system of heavy duty excavation equipment and he possessed statutory qualification viz. HT permit and was capable of reading diagrams and had thorough knowledge of working circuit and of the construction and use of all items of electrical equipment and he could detect and rectify faults with minimum delay, and alternatively, he possessed six years experience as Auto Electrician on heavy earth moving machines. To prove this the concerned workman relies on two documents. One is the National Trade Certificate (Ext. W-2) granted by the Secretary, National Council for Training in Vocational Traders certifying that the concerned workman having completed the course of training at Industrial Training Institute, Durgapur, & passed the prescribed trade test in the trade of Electrician held in April, 1967 was awarded the Trade Certificate. The other is a certificate dated 31-7-79 (Ext. W-1) granted by the Asstt. Engineer (Mech.) No. III, Dandakaranya Project certifying that the concerned workman had worked in that Project since July 1971 as Auto Electrician and during his service period in that Project he had gained much experience in installation and repairing and maintenance of self-starter, dynamo, cut-out, alternator and preparation and maintenance of batteries so much so that he can undertake complete wiring work of both heavy earth moving machinery and light vehicle (petrol and diesel) independently with full satisfaction. The concerned workman Sri B. K. Mukherjee (WW-1) has also stated in his deposition that between June or July 1971 and prior to his joining in M/s. Bharat Coking

Coal Ltd. in August, 1979 he had worked as an Electrician at Dandakaranya Project where he had to do the jobs pertaining to battery repairing, self-starter, dynamo, alternator, cut-out, wiring and motor repairing both AC and DC., and there he also worked on heavy earth moving machines like Dumper, Shovel, Scraper and bull dozers and at M/s. Bharat Coking Coal Ltd. also he had to do all the above work besides some more work. The aforesaid two certificates and the aforesaid deposition of the concerned workman Sri B. K. Mukherjee (WW-1), however, by themselves do not fulfil the qualifications of Excavation Plant Electrician Grade-I given under Item No. 7 of Group-B of the said report (Ext. M-3). It has, however, been argued by Sri B. K. Ghose appearing on behalf of the concerned workman that the concerned workman atleast fulfils the alternative qualification of EP Electrician Grade-I given in Item No. 7 of Group-B which says that alternatively he should possess six years experience as Auto Electrician on heavy earth moving machines; and for his aforesaid contention he relied on that part of the certificate dated 31-7-79 (Ext. W-1) granted to the concerned workman by the Asstt. Engineer (Mech.) Dandakaranya Project in which he had certified that during his service period of 8 years in that Project the concerned workman had gained much experience so much so that he can undertake complete wiring work of both heavy earth moving machinery and light vehicle (petrol and diesel) independently with full satisfaction. But a certificate that the concerned workman during his service period of 8 years in Dandakaranya Project had gained such experience so much so that he can undertake complete wiring work of both heavy earth moving machinery and light vehicle (Petrol and diesel) independently with full satisfaction as certified by the Asstt. Engineer (Mech.) Dandakaranya Project, is one thing, and to possess six years experience as Auto Electrician of heavy earth moving machines, which is the requirement of EP Electrician Grade-I under Item No. 7 of Group-B, is quite different thing, and the former cannot be equated with the latter. I, therefore, see no merit in the aforesaid contention of Sri B. K. Ghose. Hence on the basis of the aforesaid two certificates and the oral evidence of the concerned workman Sri B. K. Mukherjee (WW-1) alone, it is not possible for the Tribunal to place him as Excavation Plant Electrician Grade-I under Item No. 7 of Group-B of the aforesaid report (Ext. M-3) from the very date of his joining as Electrician in M/s. Bharat Coking Coal Ltd. with effect from 6-8-79 or from any subsequent date, specially when the management had offered him by letter dated 8-7-79 (Ext. M-1) the post of Auto Electrician in Grade-D only with initial basic pay of Rs. 15.90 per day in the wage scale of Rs. 15.90-0.64-22.30 which he had himself accepted by submitting his joining report dated 6-8-1979 (Ext. M-2). In the circumstance, the concerned workman is not entitled to any relief.

8. In the result, it is held that the demand of the concerned workman Sri B. K. Mukherjee, Auto E.P. Electrician at Muraidih Project of Messrs Bharat Coking Coal Ltd. for placement in Excavation Group B (Grade-I) from August, 1979 is not justified and he is not entitled to any relief. The reference is answered 89GI/84-6

and the award is made accordingly. But in the circumstance of the case there will be no order as to cost.

MANORANJAN PRASAD, Presiding Officer

[No. L-20012(409)|82-DIII(A)]

S.O. 1498.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following Award of the Central Government Industrial Tribunal No. 1, Dhanbad in the industrial disputes between the employers in relation to the management of Lodna Colliery of M/s. Bharat Coking Coal Ltd., Post Office Lodna District Dhanbad and their workmen, which was received by the Central Government on the 31st March, 1984.

#### BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL NO. 1, DHANBAD

In the matter of a reference under section 10(1)(d) of the Industrial Disputes Act, 1947.

Reference No. 59 of 1982

#### PARTIES :

Employers in relation to the management of Lodna Colliery of Messrs Bharat Coking Coal Limited, Post Office Lodna, District Dhanbad.

AND

Their Workmen.

#### APPEARANCES :

For the Employers.—Shri B. Joshi, Advocate.

For the Workmen.—Shri J. D. Lall, Advocate.

STATE : Bihar

INDUSTRY : Coal

Dhanbad, the 26th March, 1984

#### AWARD

By Order No. L-20012(45)|82-D.III(A) dated, the 29th May, 1982, the Central Government in the Ministry of Labour has, in exercise of the powers conferred by clause (d) of sub-section (f) of section 10 of the Industrial Disputes Act, 1947, referred the following dispute to this Tribunal for adjudication :

“Whether the action of the management of Lodna Colliery of Messrs Bharat Coking Coal Limited, Area No. X, Post Office Lodna, District Dhanbad in superannuating from service Shri Peman Mahato, Prop Mistry with effect from the 20th April, 1981 is justified? If not, to what relief is the workman concerned entitled?”

2. The case of the concerned workman, Peman Mahato, is that he had been working as Prop Mistry in New Standard Lodna Colliery which is now a Part of Lodna Colliery, since 1949 from the time of the erstwhile owner and he had put in continuous service since then in the said colliery. He was a permanent workman and was also a member of the Coal Mines Provident Fund. His date of birth as mentioned in his provident fund record in Form A is 3.1.1931 and according to his said date of birth he had still many years of service before attaining the age of 60 years which is the date of superannuation. But the management of Lodna colliery issued a notice of retirement No. BCCL/4A/ Retirement/41/81/0647 dated

19.3.1981 to him intimating that he would attain the age of 60 years on 20.4.1981 and as such he would retire from service with effect from that date. Thereupon he made a representation dated 21.3.1981 to the Agent of Lodna Colliery that the date of his birth as mentioned by the management was not correct and that he had not attained the age of 60 years. The Agent, Lodna colliery sent his representation to different clerks for verification of relevant records, as such, provident fund record and Form B register to ascertain the actual facts. The provident fund clerk noted on the body of the representation that in the provident fund record his age had been mentioned as 3-1-1931 and Form B register clerk stated that no age was mentioned in the Form B register. In spite of this the management did not concede his demand and retired him with effect from 20-4-1981 and since then he was sitting idle. A photostat copy of the aforesaid representation dated 21.3.1981 with different notings on it has been made an Annexure to his written statement. On these grounds his contention is that the action of the management in superannuating him with effect from 20.4.81 is quite illegal, unjustified and malafide. His demand, therefore, is that the action of the management in superannuating him with effect from 20.4.1981 be held to be illegal and unjustified and he be reinstated to his original job of Prop Ministry in Lodna colliery with continuity of service and paid full wages and other emoluments for the idle periods till he is reinstated.

3. The case of the management, on the other hand, is that date of birth of the concerned workman as mentioned in Form B register on his own declaration is 6.6.1915 and he attained the age of 60 years much earlier sometime in the year 1975. But due to oversight his case was not put up in time and he managed to continue in employment for five years more due to the mistake on the part of the dealing clerk and he was retired with effect from 20.4.81, and, in the circumstance, his claim for further continuance in service is most unreasonable. Form A records of the workmen were manipulated at the Coal Mines Provident Fund office and the Coal Mines Provident Fund Commissioner had reported this fact to the management and had advised not to accept the entries made therein in view of manipulations done by several interested persons in connivance with the staff. It is also incorrect to suggest that the date of birth mentioned in provident fund record of the concerned workman in Form A is 3.1.1931. The photostat copy of the representation dated 21.3.1981 which has been made annexure to the written statement of the concerned workman with certain notings of the clerks thereon is not a genuine document and is a manipulated one as no clerk can state against the entries in Form B register that the date of birth was not there in Form B register nor any clerk can state that his date of birth as noted in the provident fund record was 3.1.1931. On these grounds the contention of the management is that the concerned workman has been rightly retired with effect from 20.4.81 and he is not entitled to any relief.

4. Two witnesses have been examined on behalf of the management. The concerned workman is the lone witness examined on his behalf. Two documents

have also been proved and marked as Exts. M-1 and M-2 on behalf of the management. No document has been exhibited on behalf of the concerned workman.

5. Sri Ram Bilas Singh (MW-1) had joined Lodna colliery for the first time in the year 1970 and since then he has been working there as Asstt. Welfare Officer. He has proved the entries at serial nos. 900 to 908 (Ext. M-1) in Form B register of Lodna colliery to be in his handwriting which were made in the year 1972 and which also contain the thumb impressions of the workmen named therein. The name of the concerned workman Peman Mahato is to be found in Ext. M-1 at serial no. 906 wherein his date of birth is noted as 6.6.1915 and his age is September 1972 is noted as 58 years. In this connection it is the evidence of Sri Ram Bilas Singh (MW-1), the writer of the said entry, that the concerned workman, Peman Mahato, had himself declared his date of birth as 6.6.1915 and it was on that declaration that 6.6.1915 was entered by him as the date of birth of Peman Mahato in Form B register and it was on that basis that his age as calculated was mentioned by him as 58 years approximately in September, 1972. Sri Ram Bilas Singh (MW-1) has also proved the photostat copy of identity card register (Ext. M-2) which was prepared sometime in the year 1972 or 1973 after the nationalisation of the colliery on the basis of Form B register and in the said photostat copy of the identity card register also the date of birth of Peman Mahato is mentioned as 6.6.15 and his age is mentioned as 58 years. In his representation dated 21-3-1981 to the Agent, Lodna colliery, a photostat copy of which has been made annexure to his written statement, there is also an admission of the concerned workman that his date of birth as noted in the identity card issued to him is 6.6.1915. Therefore, it is established from the entries in Form B register, Identity Card Register and identity card issued to the concerned workman that everywhere his date of birth was mentioned as 6.6.1915. On that basis the concerned workman attained the age of 60 years, the age of superannuation, sometime in the year 1975 and in the circumstance he should have no grievance if he was retired with effect from 20-4-1981 after getting a further period of grace of five years which was, according to the management, due to not putting up his case in time on account of mistake on the part of the dealing clerk.

6. In the written statement of the concerned workman much emphasis was placed on the coal mines provident fund record in Form A wherein it was alleged that his date of birth had been noted as 3.1.1931 and in this connection reliance was also placed on the notings of some clerk to the same effect on his representation dated 21.3.81 addressed to the Agent of Lodna colliery, a photostat copy of which is annexure to his written statement. But neither the said Form A of the Coal Mines Provident Fund nor the aforesaid notings of some clerk on his representation dated 21.3.81 has been proved in this case, and, therefore practically there is no documentary evidence on the side of the concerned workman in support of his case that in Form A of Coal Mines Provident Fund office his date of birth is noted as 3-1-1931. The only evidence led by the concerned workman in this connection is his unsupported oral testimony wherein he has stated that he was born in the year 1931, but obviously no reliance on such uncorroborated testi-



mony of the concerned workman, who is obviously an interested witness in this case, can be placed in absence of any supporting document specially when, according to his own statement in his representation dated 21.3.1981, a photostat copy of which is annexure to his written statement, he was all along in possession of his identity card in which the date of his birth was noted as 6.6.1915 against which he had raised no objection till he was served with a retirement notice No.BCCI|4A|Retirement|41|81|0647 dated 19-3-1981.

7. On a consideration of the oral and documentary evidence, as discussed above, it is, therefore, held that the action of the management in superannuating from service the concerned workman Sri Peman Matato, Prop Mistry, with effect from 20.4.1981 is justified and he is not entitled to any relief. The reference is answered and the award is made accordingly. But in the circumstance of the case there will be no order as to cost.

MANORANJAN PRASAD, Presiding Officer,

[No. L—20012(45)|82—D. III(A)]

A.V.S. SHARMA, Desk Officer

New Delhi, the 19th April, 1984

S.O. 1499.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Chandigarh in the industrial dispute between the employers in relation to the management of Food Corporation of India and their workmen which was received by the Central Government on the 6th April, 1984.

BEFORE SHRI I. P. VASISHTH, PRESIDING OFFICER,  
CHANDIGARH

CENTRAL GOVERNMENT, INDUSTRIAL TRIBUNAL,

Case No. I.D. 158/83—(N. Delhi), 22/83 CHD.

PARTIES :

Employers in relation to the management of Food Corporation of India, Chandigarh.

AND

Their Workman—Ranjit Singh

APPEARANCES :

For the Employers—Sarvshri B. L. Loriaaya and Tirth Singh.

For the Workman—Shri P. K. Singla.

Food Corporation of India

STATE : Punjab

AWARD

Dated, the 3rd of April, 1984

The Central Government Ministry of Labour in exercise of the powers conferred on them under Section 10(1)(d) of the Industrial Disputes Act 1947, hereinafter referred to as the Act, per their Order No. L-42012(5)/82-FCI/D.IV(A) dated the 11th of May, 1982 read with S.O. No. S-11025(2)/83 dated the 8th of June, 1983 referred the following Industrial Dispute to this Tribunal for adjudication —

"Whether the action of the management of Food Corporation of India in reverting Shri Ranjit Singh, from the post of Head Watchman to the post of Watchman with effect from 29-8-81 is justified? If not, to what relief is the concerned workman entitled?"

2. According to the petitioner workman, on being appointed by the Respd. Corporation, he joined their services as a Watchman on 8-3-72 and on the basis of his seniority and merit was promoted to the rank of Head Watchman w.e.f. 10-11-1978. But then there was some ex parte revision of his seniority in the year 1980 and thus the respondent/Corporation reverted him to the post of a Watchman vide their Order dated 29-8-1981. He questioned the propriety and legality of the reversion on the ground that neither any show cause notice was issued to him nor was he heard at the time of the revision of the Seniority list. He, therefore, challenged the vires of the entire process and raised an Industrial Dispute which could not be settled despite the intervention of the A.L.C. (C) and, hence the Reference.

3. Resisting the petitioners claim on all counts, the Management pleaded that due to inadvertence and some confusion in the office, the petitioner was fixed at a wrong seniority on the assumption of having joined as a Watchman on 15-9-1971 but when the mistake was detected and it was found that he had actually joined on 8-3-72 in pursuance to his selection dated 8-2-72, the necessary rectification was made in the Seniority list which resulted in his reversion to the original post of a Watchman. It was propounded that since the error was patent on record therefore, the issue of any notice or audience to the petitioner was not demand necessary.

4. As the respective pleadings of the parties were fully covered under the terms of reference, therefore, they were called upon to adduce their evidence.

5. In support of his case the petitioner examined himself whereas the Management produced their Deputy Manager (I.R.) Shri Tirath Singh. Of course, both the parties filed a few documents also.

6. On a careful scrutiny of the entire material on records and hearing the parties I am not inclined to sustain the petitioner's grouce against the impugned reversion because both in his claim statement as well as deposition in the proceedings before me he admitted having joined service on 6-3-1972. In cross-examination he further conceded that his selection was on the basis of an Interview held on 8-2-1972 whereas in the initially prepared seniority list he was accorded seniority at Sr. No. 1193 on assuming 15-9-1971 as the date of his selection. It thus becomes clear that on the admission of the petitioner himself, his seniority was fixed at a wrong place under the impression of an extra length of service which he had not rendered.

7. As a necessary corollary it follows that the Management was justified in making the necessary correction immediately as and when the mistake was detected by them.

8. On behalf of the Workman it was contended that he should have been given a notice or hearing before the revision of the seniority list. In the normal course of events I would have agreed with the view, because it originates from the domain of natural justice. But in the peculiar circumstances of our case the deviation does not warrant any serious notice as no fruitful purpose was going to be served by joining the petitioner in such process. After all the management did not temper with his date of selection or joining the service. It rather acted fairly in assigning him seniority on that basis.

9. In the case of Shankar Lal Sharma and others Vs. State of Rajasthan 1979 Lab. I.C. (N.O.C) 28(Raj) the petitioner, had not passed the Intermediate Exam. but by some mistake was entered in the Seniority list which required a "Pass" in the said Examination; on detection of the mistake he was removed from the Seniority list without any notice to him. It was held that the order was not vitiated and there was no scope for complaining that there was any violation of the principles of Natural justice. It was further observed that since the facts were glaringly clear, the petitioner could not have said anything even if notice had been given to him, and hence the failure to give him an opportunity of hearing will not invalidate the order.

10. In my considered opinion there is hardly anything to distinguish our case from the above quoted judicial pronouncement, on the other hand it finds an echo in the dictum of V. K. Balakrishnan Nayyar Vs. Asstt. Education Officer, Balussari 1980 Lab. I.C. 1300.

11. It may not be out of context to mention here that according to the promotion Order Ex. W-4 the very incident of petitioner's elevation was purely of temporary and Adhoc nature. It was nowhere mentioned therein that he would be treated to be on probation for any particular period on the expiry of which he could qualify for confirmation. It rather emphasised time and again that it was purely a temporary affair which could be brought to an end ex-parte without any notice to him and that it was a make-shift arrangement made without prejudice to the regular avenues of promotion.

12. The Workman's representative submitted that a number of similarly promoted employees were reverted by the Corporation but at a later stage their reversion order was withdrawn in view of the High Court direction and by depriving the petitioner of the same treatment, the Management has exposed itself to the charge of discrimination.

13. I am not impressed with the submission primarily because it is beyond the scope of pleadings. To be precise, no such story was revealed in the claim statement and, as such, the Management had no opportunity to rebut it on the point of fact. Obviously no evidence was led by either of the parties on this score and, otherwise too, in the absence of a copy of the relevant pleadings and the judgement of the High Court, we are not in a position to consider the circumstances and the factual backdrop instructions.

14. Thus to conclude with my aforesaid discussion on the limited available data and the points raised before me, on recording the absence of any irregularity impropriety or illegality in the action of the Management, I answer the issue in their favour and return my Award against the Workman.

CHANDIGARH

Dated : 3-4-1984.

I. P. VASISHTH, Presiding Officer

[No. L-42012(5)/82-D.IV(B)/D.V]

New Delhi, the 21st April, 1984

S.O. 1500.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, New Delhi, in the industrial dispute between the employers in relation to the management of Food Corporation of India and their workmen, which was received by the Central Government on the 9th April, 1984.

BEFORE SHRI O. P. SINGLA, PRESIDING OFFICER

CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,  
NEW DELHI

I. D. No. 35/81

Mahabir Singh and others

Versus

Food Corporation of India.

APPEARANCES :

Shri S. R. Pandey—for the workmen.

Miss Geeta Sharma—for the Management.

AWARD

The Central Government, Ministry of Labour vide Order No. L-42012(70)/80-D.II(B) dated 17th March, 1981 referred the following dispute to this Tribunal for adjudication :—

'Whether the action of the management of Food Corporation of India, Regional Office, New Delhi in not regularising S/Shri Mahabir Singh, Randhir Singh, Mishri Lal, Braham Prakash, Naresh Kumar Mardan, Ramesh Kumar, Ram Singh, Anand Swaroop and Swami Prasad, casual labourers, working in the Food Corporation of India since 1976 and putting them on 7 days muster roll and/or giving to them artificial breaks in services, is legal and justified? If not, to what relief are the workmen entitled?'

2. That ten casual labourers/workmen have been in service of the Food Corporation of India from different dates beginning from 19-10-72. The precise dates of appointment in Food Corporation of India on daily wages are as under :—

Sl. No.	Name	Date of joining
1.	Mahavir Singh	19-10-72
2.	Randhir Singh	18-1-73
3.	Mishri Lal	23-10-73
4.	Braham Prakash	8-8-75
5.	Naresh Kumar	8-1-76
6.	Mardan	2-6-78
7.	Anand Swaroop	13-6-79
8.	Swami Prasad	14-6-79
9.	Ram Singh	1-8-77
10.	Ramesh Kumar Kaushik	28-7-77

3. The Food Corporation of India Class IV employees' Union has filed a claim that these workmen have been working continuously and have not been absorbed by the management so far and that the manner in which they have been treated is unfair and that they should be regularised and they should have all consequential benefits in the regular scale starting from 9-4-80.

4. The management of Food Corporation of India has contested the claim and pleaded that the reference is bad and that the regularisation can be only against permanent post and there are no sanctioned posts, against which regularisation can be made. A reference is made to the adjudication of allegedly similar dispute by the Central Government Industrial Tribunal Jubbulpur where such a claim was negatived.

5. No oral evidence has been led by the workmen and I have heard the representatives of the parties.

6. The award of Central Government Industrial Tribunal Jubbulpur, presided over by Shri S. N. Johri in management of Food Corporation of India dated April 18, 1978, is on a different basis. Mr. Johri in para 9 of his award stated that the question referred to him in reference was not widely worded as to absorption of casual labourers after considering all relevant criteria for absorption of casual labourers, and the reference to him was a limited one as to whether casual workmen, who had put in appearance of 249 or more days during a period of 12 months, should be regularised or not, and his answer was in the negative.

7. The Head Quarter Circular No. 9 of 1984 dated 17-2-84 regarding economy in plan and non plan expenditure bars creation of new posts, excepting in most exceptional circumstances, and the situation of workmen is most exceptional, when they have been continued as daily-wager for last 5 to 11 years. There is no justification whatsoever for keeping them casual labourers for such long years. When the Head Quarter of the Food Corporation of India have not realised the inequity of not regularising them, the industrial Tribunal cannot concur in their continuance as casual labourers for so many years.

8. These workmen have filed certificates of their Assistant Managers that they are honest, intelligent and hard working.

9. It is held that the action of the management of Food Corporation of India in keeping workmen as casual labourers for years on daily wages is unjust and prejudicial to them, and the Food Corporation of India is directed to create posts for their absorption in three months' time and absorb them as regular employees in regular scale of pay. However, relief can be given only to such daily wagers who have been in service since 1976 and not those who joined later. In this view of the matter only Mahavir Singh, Randhir Singh, Mishri Lal, Braham Prakash and Naresh Kumar are ordered to be given permanent post by creation of such posts and regularise them since the date of the demand i.e. 9-4-80 and the management of Food Corporation of India is directed to act accordingly. No relief can be given to the remaining 5 workmen because they do not satisfy the condition in the reference of being daily-wagers since 1976. The award is made accordingly.



Further ordered that the requisite number of copies of this award be forwarded to the Central Government for necessary action at their end.

Dated : April 5, 1984

O. P. SINGLA, Presiding Officer  
[No. L-42012(70)/80-D.II(B)/D.V]

New Delhi, the 21st April, 1984

S.O. 1501.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Jabalpur, in the industrial dispute between the employers in relation to the management of Sukri Colliery of Ms. Western Coalfields Limited, P. O. Junnardeo, District Chhindwara (M.P.) and their workmen, which was received by the Central Government on the 10th April, 1984.

BEFORE JUSTICE SHRI K. K. DUBE, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, JABALPUR, (M.P. 3)

CASE NO. CGIT/LC(R) (32)/1982

#### PARTIES :

Employers in relation to the management of Sukri Colliery of Messrs Western Coalfields Limited, P. O. Junnardeo, District Chhindwara (M. P.) and their workmen represented through the Samyukta Khadan Mazdoor Sangh (AITUC), Post Office Chandanmetta, District Chhindwara (M. P.).

#### APPEARANCES :

For workmen—Shri P. K. Thakur, Advocate.

For Management—Shri P. S. Nair, Advocate.

INDUSTRY : Coal Mines DISTRICT : Chhindwara (M.P.)

#### AWARD

Dated March 30, 1984

In exercise of its powers under Sec. 10 of the Industrial Disputes Act, 1947, the Central Government referred the following dispute for adjudication vide Notification No. L-22011(7)/82-D. IV(B) dated 28th/30th April, 1982 :—

“Whether the action of the management of Western Coalfields Limited, in relation to Sukri Colliery :—

- (i) in terminating the services of Shri Mahesh Kumar Verma Cat. I Mazdoor without notice with effect from 25-5-76, and
- (ii) in transferring Shri Mohammad Khan S/o Bashir Khan and 30 others (as per list) from Sukri Colliery to Chicklamu Colliery with effect from 13-3-76 and not providing continuous job to these workers is justified? If not, to what relief are workmen concerned entitled?”

#### List of Workmen

1. Shri Mohammad Khan S/o Bashir Khan.
2. Shri Rajulal S/o Tantoolal.
3. Shri Fajalkarim S/o Faij Mohammad.
4. Shri Md. Abrat S/o Shekh Issque.
5. Shri Sivaj Khan S/o Bashir Khan.
6. Shri Noorulla S/o Fauj Mohammad.
7. Shri Isaril S/o Md. Sayeed.
8. Shri Ramkishore S/o Tirlok Singh.
9. Shri Shablal S/o Nandoo.
10. Shri Md. Hanif S/o Md. Salim.
11. Shri Sunderlal S/o Lakhnial.
12. Shri Rajnu S/o Darafi.
13. Shri Maniram S/o Fatto.

14. Shri Girish Kumar S/o Daburao.
15. Shri Mahadeo S/o Lhiyju.
16. Shri Liledhar S/o Amroo.
17. Shri Dhabu Pratar S/o Babulal.
18. Shri Shankar S/o Rambharnsay.
19. Shri Jamdu S/o Dhanan.
20. Shri Santram S/o Mahatam.
21. Shri Namdeo S/o Sitaram.
22. Shri Kishan S/o Sangloo.
23. Shri Shashil S/o Jynosis.
24. Shri Burhanul Hake S/o Md. Abbhas.
25. Shri Ramkishan S/o Mangaria.
26. Shri Shrichand S/o Gendu.
27. Shri Gulabrao Nagal S/o Surjan.
28. Shri Suresh S/o Rambhajan.
29. Shri Sherali S/o Shaibali.
30. Shri Harangi S/o —
31. Shri Ramdayal S/o Chaitram.

2. After the parties were noticed and the parties filed their statements of claim, they have come to a settlement. As regards the transfer it appears from the terms of the agreement that they agree not to touch the question of transfer or reopen the same and they do not want the Tribunal to go into the question of transfer. The only question therefore that remains is about the reinstatement which shall be done on the terms as agreed as under :—

1. That this settlement is arrived at in the special circumstances of the case and will not be treated as precedent by either party nor by any party.
2. That the management shall give fresh appointment in Cat. I time-rated job to Shri Mahesh Kumar Verma with effect from 30-10-1983. Shri Mohammad Khan and 30 others mentioned in the Reference will be employed on temporary basis which is likely to extend from time to time in piece-rated job in any unit of Kanhan Area.
3. That in cases where the workmen are more than 45 years in age, the employment shall be given to the male dependant on the same terms and conditions.
4. That in case, the workmen in question do not join the duties within 30 days from the signing of the settlement, the workmen concerned will have no right for employment and it shall be presumed that the workmen concerned are not interested in the job.
5. That this will be in full and final settlement and the workmen concerned will not be paid any back wages or any other relief. The union gives up all other claim with reference to the dispute; and

That the Union has agreed to devote to the increase of production and to co-operate with the management in view of the settlement; and

That the management is found that they will extend co-operation to the Union and they will discuss with them and settle all reasonable demand within the rules whenever an occasion arises.

3. The settlement is reasonable and good and will serve to promote cordial relation between the management and the labourers. The Award is accordingly passed in terms of the settlement as stated above. There shall be no order as to costs.

Date : 30-3-1984.

K. K. DUBE, Presiding Officer.  
[No. L-22011(7)/82-D. IV(B) Pt.]

New Delhi, the 19th April, 1984

S.O. 1502.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, New Delhi, in the industrial dispute between the employers in relation to the management of Food Corporation of India, Area and their workman, which was received by the Central Government on the 9th April, 1984.

BEFORE SHRI O. P. SINGLA, PRESIDING OFFICER,  
CENTRAL GOVT. INDUSTRIAL TRIBUNAL, NEW  
DELHI

I.D. No. 15/81.

Kitab Singh Yadav S/o Sh. Atar Singh,  
r/o Village Chauhan Pur P. O. Ailau,  
District Mainpuri.

Versus

Food Corporation of India,  
Agra (U.P.)

APPEARANCES :

Sh. Surinder Singh—for the workman;

Sh. B. R. Ghai—for the management of F.C.I.

AWARD

The Central Government, Ministry of Labour, vide Order No. L-42012(61)/79-D, II. B. dated 31st January, 1981 made reference of the following dispute to this Tribunal for adjudication :—

"Whether the action of the management of Food Corporation of India, Agra, in terminating the services of Shri Kitab Singh Yadav, Messenger/Watchman with effect from the 11th January, 1974 was legal and justified? If not, to what relief is the said workman entitled?"

2. Mr. Kitab Singh, workman was appointed on 15-5-72 as Messenger/Watchman by the District Manager, Food Corporation of India, Agra, and was confirmed in 1973 after completion of one year probation.

3. He was posted as Messenger/Watchman at Mainpuri. His services were terminated on 11-1-74 when he was drawing monthly salary of Rs. 248 inclusive of all allowances.

4. The workman pleaded that while on watchman duty at the F.C.I. Godown at Kaacheri Road, Nagua Goverdhan Mainpuri on 5/6-8-1972 at about 3 A.M. in the night S/Shri D. P. Nautiyal, Staff I/c, R. K. Gupta Asstt. Manager, Depot, Shri R. S. Dubedi Asstt. A/s Manager, S. C. Sharma, Clerk, Ramji Lal clerk came there. They forcibly tried to take away 92 bags of wheat, on the plea that they were involved in a case of shortage of 92 bags in the other godown, but the workman did not allow them to do so, and, in the morning of 6-8-72, he lodged a report with the police in this connection.

5. The workman was served a memo on 7-6-72 calling for his explanation for lodging the report with the police and the workman submitted explanation on 16-2-73.

6. It was on 11-1-74 that the workman was served with the termination order dated 2-1-74. His plea is that, being a permanent employee, his services could not be terminated without reasonable opportunity of showing cause against alleged misconduct, and he sought reinstatement in service with full back wages and continuity of service. He also claimed that the benefit of section 25-F of I.D. Act, 1947 was denied to him because he was not retrenched by giving him retrenchment compensation and notice-pay.

7. The management of Food Corporation of India contested the claim and raised a few preliminary objection, to the reference made by the Government of India; On merits it was urged that a surprise check was made by five officials of

the Food Corporation of India at 12.05 hours in the night between 5/6-8-72 and Kitab Singh and Ram Bharose 1st watchmen were found sleeping. They were verbally warned and the officers left for other godowns for surprise checks. The officers returned to the same godown again at 3.20 a.m. and found the two watchmen sleeping. They threatened the watchmen with disciplinary action for sleeping on duty and also warned them not to do so in future. The two watchmen went to police station Mainpuri on 6-8-72 and reported against the officers. That the officers wanted to take away 92 bags wheat to cover the shortages against them, and when these watchmen refused to permit the officers to do so, they were beaten and their signatures were forcibly obtained on plain paper. They lodged a complaint on 8-8-72 before the District Manager, Agra that the officers entered the godown by scaling the wall and asked for the keys from the watchmen for taking 92 bags of wheat and were beaten when they refused to hand over the key, and they were also abused by the officers who threatened to kill them and they forcibly took signatures of watchmen on plain paper.

8. Shri S. A. Gafoor and Shri Siddiqui were deputed to hold investigation and Mr. Kitab Singh was asked to submit a statement. Mr. Gafoor held the enquiry and conducted the surprise-check on 18-8-72, but found Kitab Singh not on duty with a false entry in the records that he left the duty at 8 A.M. and the check took place at 7.40 A.M.

9. The police made investigation and gave a report that the Food Corporation of India Officials had gone for checking godown and that the report lodged by the Chowkidar on account of mental stress and was false and guilt was not established. Thereafter the explanation of Kitab Singh was called for by memo dated 28-5-73 served on him on 7-6-73. Kitab Singh gave his explanation by letter received on 13-6-73, and challenged the versions of the Food Corporation of India. The matter was considered by District Manager. He examined the report by Mr. Gafoor and ordered termination of service of the workman. The termination was said to be under Regulation 19 of the Staff Regulations and 90 days' pay in lieu of notice was given to Kitab Singh. The action of the management was said to be legal and bona fide and it was not possible to retain Kitab Singh in service when he had committed misconduct referred to earlier.

10. The management had not conducted the regular enquiry before termination of service of the workman, but the fact of termination being for misconduct was apparent and the management availed of the right available to the management for justifying its action before this Tribunal. They filed affidavits of Mr. R. K. Gupta, MW1, Assistant Manager, D. P. Nautiyal, MW2 Assistant Manager, R. P. Dube, Assistant Manager Accounts, MW3 and Ramji Lal, Assistant Grade I, MW4. These witnesses have been cross-examined by the workman. The workman gave his own affidavit and was cross-examined. I have heard the representatives of the parties.

11. There is the only statement of Mr. Kitab Singh Yadav himself as against the statements of the four officials of the Food Corporation of India, but it is not the numbers that count the evidence has to be examined on merits.

12. If the Food Corporation of India Officials had gone to get 92 bags of wheat from the godown where Mr. Kitab Singh Yadav kept watch, they would have some truck or some persons who would remove the bags from his godown, but Mr. Yadav did not see any truck or vehicle and did not see any persons to carry the 92 wheat bags away from his godown. He is definite he saw no one else with these five officials. There is no evidence that any of these five officials had been held responsible for shortage in any godown of the Food Corporation of India prior to this date and, therefore, these circumstances are clearly against the version of Kitab Singh Yadav and there is absolutely no reason to doubt the sincerity of these four officials of the Food Corporation of India who state that they went twice in the night intervening 5/6-8-72 for surprise check and found the workmen sleeping and warned them in that regard. It appears that Kitab Singh was thoroughly shaken when he was found sleeping twice. The officials had to scale the wall second time to reach the watchman, and this was made the basis by the watchman

for the false report against the officials that they came, not for checking, but for removing wheat bags.

13. The circumstances of the case and the investigation by the police showing the falsity of the charges against the workman all point to the sincerity of the officials and the crude attempt of Kitab Singh Yadav to make a false charge against them.

14. Under the circumstances, the misconduct alleged against the workman Kitab Singh Yadav is clearly proved and termination of his service by the Food Corporation India is legal and proper on misconduct established before this Tribunal. He is not entitled to any relief. The action by the management of Food Corporation of India is justified. It is not a case of retrenchment but of disciplinary action, which action stands justified by misconduct established before this Tribunal. The Award is made accordingly.

Further ordered that the requisite number of copies of this Award be forwarded to the Central Govt. for necessary action at their end.

April 4, 1984

O. P. SINGLA, Presiding Officer  
[No. I-42012(6)/79-D. II(B) DV]  
S. S. MEHTA, Desk Officer

New Delhi, the 26th April, 1984

S.O. 1503.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Bangalore in the industrial dispute between the employers in relation to the management of Messrs Tungabhadra Minerals Pvt. Ltd., and their workmen; which was received by the Central Government on the 16th April, 1984.

#### BEFORE THE INDUSTRIAL TRIBUNAL IN KARNATAKA, BANGALORE

Dated this the day of March, 1984.

#### I PARTY

Workmen represented by The General Secretary, The Bellary District Mysore Minerals Workers Union, Taranagar, Post Office Sandur Taluk, Bellary Dist., Mysore State.

#### II PARTY

The Management of M/s. Tungabhadra Minerals (P) Ltd., Taranagar, Post Office Sandur Taluk, Bellary District, Mysore State.

#### APPEARANCES :

For the I Party—Sri V. K. Ramakrishna, Vice President, Bellary District Mysore Minerals Mines Workers Union.

For the II Party—Sri K. V. Sathyanarayana, Personnel Officer, M/s. Tungabhadra Minerals (P) Ltd., Taranagar.

#### AWARD

This is a Reference made by the Government of India by No. L-29011/40/73-LR-IV dated 29-9-1973.

2. The points of reference are as follows :—

- (1) Whether the action of the management in retrenching 18 workmen on the 9th June, 1973 and 128 workmen on the 18th June, 1973 is legal and justified? If not, to what relief are the affected workmen entitled?
- (2) Whether all the employees are entitled to bonus for the accounting years 1971-72 and 1972-73 and what is the quantum of bonus they are entitled to?

- (3) Whether fixation of Grade II to Shri C. K. Bhaskar needs review and consideration? If so, to what relief is he entitled and from what date?

3. A memo signed by both the parties has been filed and it has been submitted that a settlement has been arrived at on 2-1-1984 and that an award may be passed in terms of the settlement. A copy of the settlement is enclosed to the memo. It shows that the Union has withdrawn its claim for bonus for the years 1971-72 and 1972-73. Whereas the management has agreed to pay one month's salary of Rs. 585 as ex-gratia to Sri C. K. Bhaskar and it has been further agreed that a review in the fixation of his pay would be done.

4. The settlement is in the interest of the good relationship of the parties and it is favourable to Sri C. K. Bhaskar. In my opinion, it deserves to be accepted.

5. In the result, an award is passed in terms of the settlement. The settlement shall form part of the award.

(Dictated to the stenographer, transcribed and typed by him and corrected by me.)

B. N. LALAGE, Presiding Officer  
[No. L-29011/40/73-LR. IV/D.III (B)]

#### BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, BANGALORE

Reference No. 4 of 1973

#### BETWEEN

M/s. Tungabhadra Minerals Private Ltd.,  
Taranagar B.P.O.  
Sandur Taluk, Bellary District,  
Karnataka State.

#### AND

Bellary District Mysore Minerals  
Minerals Workers Union,  
Sandur.

The Government of India, Ministry of Labour, vide Notification No. L-29011/40/73-LR-IV dated, 29-9-1973 has referred the industrial dispute between the above mentioned parties for adjudication. Both the parties hereby submit that they had discussed the issues and came to an understanding and signed a memorandum of settlement dated, 2-1-1984. While submitting a copy of the memorandum of settlement both the parties pray the Hon'ble Tribunal to give a consent Award keeping in view the terms of the settlement.

On behalf of the Management of  
M/s. Tungabhadra Minerals Private Ltd.,

Sd/-

(K. V. Sathyanarayana)

Personnel Officer

On behalf of the Bellary Dist. Mysore  
Minerals Mines Workers Union :

Sd/-

(V. K. Ramakrishna)  
Vice-President

Sd/-

(T. N. Shivasankaran)  
General Secretary.

Bangalore :

Dated : 2-1-1984.

Memorandum of Settlement under Sec. 2(p) of Industrial Disputes Act, 1947 in the industrial dispute raised by Bellary District Mysore Minerals Mines Workers Union, regarding alleged illegal retrenchment of 18 workmen w.e.f. 9th June 1977 and 128 workmen w.e.f. 18th June 1973; payment of bonus for the accounting years 1971-72 and 1972-73 and fixation of Grade-III to Shri C. K. Bhaskar, Compressor Operator.

**PRESENT :**

Representing the Management of Tungabhadra Minerals Ltd.,

Shri K. V. Sathyanarayana,  
Personnel Officer.

Representing the Bellary District Mysore Miners  
Mine Workers Union.

1. Shri T. N. Shivasankaran,  
General Secretary.
2. Shri V. K. Ramakrishna,  
Vice-President.

**SHORT RECITAL OF THE CASE**

Whereas the Government of India, Ministry of Labour, in exercise of the powers conferred by Section 7A and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947, constituted an Industrial Tribunal with headquarters at Bangalore and referred the dispute for adjudication on the following issues :—

1. Whether the action of the management in retrenching 18 workmen on the 9th June, 1973 and 128 workmen on the 18th June 1973 is legal and justified? If not, to what relief are the affected workmen entitled?
2. Whether all the employees are entitled to bonus for the accounting years 1971-72 and 1972-73 and what is the quantum of bonus they are entitled to?
3. Whether fixation of Grade-II to Shri C. K. Bhaskar needs review and consideration? If so, to what relief is he entitled and from what date?

Whereas the Management of Tungabhadra Minerals Private Ltd., has filed a Writ Petition No. 1464 of 1974 in the High Court of Karnataka at Bangalore, questioning the legality of the reference of the above dispute for industrial adjudication.

Whereas the Hon'ble High Court of Karnataka at Bangalore, in its decision dated 3rd day of August 1983 has held that there was no dispute at all in respect of retrenchment of 18 workmen with effect from 9-6-73 and 128 workmen w.e.f. 18-6-83 and partially allowed the Writ Petition by setting aside the reference made by the Central Government in respect of retrenchment of workmen mentioned above.

As regards the second demand viz., payment of bonus for the accounting years 1971-72 and 1972-73, the Union stated that M/s. Tungabhadra Minerals Pvt. Ltd., is a successor to the business of M/s. Mysore Minerals Ltd., and was required to pay bonus for the accounting years 1971-72 and 1972-73 as per the provisions of the Payment of Bonus Act, 1965. The management on the other hand stated that the Company M/s. Tungabhadra Minerals Pvt. Ltd., was incorporated on 27-4-71 and commenced the business operation from 14-6-71. The Company is a legal entity registered under the Indian Companies Act 1956, with a view to establish an Iron Ore based Industry after detailed exploration of the deposits and preparation of Project Report in order to facilitate the main objective. The Company started the mining operations and supplied ore to Minerals and Metals Trading Corporation of India Ltd., on behalf of Mysore Minerals Ltd. in the circumstances, they stated that they cannot be considered as the Successor of the business of Mysore Minerals Ltd. Further, the company has not taken over the Assets and Liabilities of Karnataka. The Management, therefore, stated that they are not required to pay bonus for the accounting years 1971-72 and 1972-73 in view of the protection under Section 16(1A), of Payment of Bonus Act 1965. They, however, stated that they have started paying minimum bonus as per the provisions of Payment of Bonus Act from 1976 onwards. For the accounting year 1982-83 they are paying bonus at the rate of 20 per cent of the gross wages by the end of January 1984 (approached appropriate authorities for extending time limit from 30th November 1983 to 31st January 1984).

As regards review of fixation of Grade-II to Shri C. K. Bhaskar, Compressor Operator, the Union stated that Shri Bhaskar was not given Gr.-I in the year 1972 although the other employee Shri Basha was given Gr. I w.e.f. 1-4-72.

The Management stated that they have fixed Shri C. K. Bhaskar in Gr. II w.e.f. 1-4-72 after proper job evaluation and also merit-rating. However, in the year 1975 Shri Bhaskar was also promoted as Grade-I Operator based on the progress and performance of the employee.

After referring the matters to the Tribunal, the Management and the Union discussed bilaterally on different dates and finally on 2nd January 1984 and agreed to resolve the above dispute on the following terms :

**TERMS OF SETTLEMENT**

1. In order to have cordial industrial relations and keeping in view of the provisions of the Payment of Bonus Act, 1965, the Union agrees to withdraw the claim for bonus for the accounting years 1971-72 and 1972-73 irrespective of the merits/demerits of the demand made by the Union earlier.
2. The Management of M/s. Tungabhadra Mineral Ltd., agrees to pay one month's salary of Rs. 585 as ex-gratia to Shri C. K. Bhaskar, Compressor Operator, on or before 31-1-1984. In view of the above, the Union agrees not to press their demand for review of fixation of pay of Shri C. K. Bhaskar and to place him in Gr. I w.e.f. 1-4-1972.

3. Both the parties agree to file this Memorandum of Settlement before the Hon'ble Industrial Tribunal, Bangalore and pray for issuing a consent award.

Dated at Bangalore this 2nd day of January 1984

On behalf of the Management of  
M/s. Tungabhadra Minerals Ltd.,

Sd/-

(K. V. Sathyanarayana)

On behalf of the Bellary Dist. Mysore Minerals  
Mine Workers-Union.

Sd/-

(T. N. Shivasankaran)

Sd/-

(V. K. Ramakrishna)

Witnesses :

1. Sd/-

(J. Kanakiah, Regional Labour Commissioner  
(Central Bangalore).)

2. Sd/-

(S. M. Kurup, Office Superintendent, Office of the  
Regional Labour Commissioner (C), Bangalore).

S.O. 1504.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal Bangalore in the industrial dispute between the employers in relation to the management of Hutti Gold Mines Company Limited, Hutti and their workmen, which was received by the Central Government on the 16th April, 1984.

**BEFORE THE INDUSTRIAL TRIBUNAL IN  
KARNATAKA, BANGALORE**

Dated this the 29th day of March, 1984

Central Reference No. 10 of 1982

**I PARTY :**

Workman Sri Sharanappa, Ex-Watchman, Security Department, Hutti Gold Mines Company Ltd., Honnahalli, P.O. Honnahalli, Lingsur Tq., Raichur District.

Versus

**II PARTY :**

The General Manager, Hutti Gold Mines Company Ltd., Hutti, Raichur District, Karnataka.

**APPEARANCES :**

For the I Party.—Shri K. Subba Rao, Advocate, Bangalore.

For the II Party.—Sri T. Rangaswami Iyengar, Advocate, Bangalore.

**AWARD**

By No. L-43012/5/81-D. III(B) dated 11-10-1982, the Government of India has made the present Reference on the following points of dispute :—

“Whether the termination of the services of Shri Sharanappa, Watchman, Security Department by the management of Hutti Gold Mines Company Limited, Hutti with effect from 1st January, 1981 is justified. If not, to what relief is the concerned workman entitled?”

2. To-day, a Joint Memo has been filed and it has been stated that since the parties have arrived at a settlement, an award may be passed in terms of the settlement.

3. The execution and contents of the settlement are admitted by the parties before me. The settlement is in favour of the workman and it is directed to maintain peace and good relationship between the parties. I find that it deserves to be accepted.

4. In the result, an award is passed in terms of the settlement. The settlement shall form part of the award.

(Dictated to the stenographer, transcribed and typed by him and corrected by me).

B. N. LALAGE, Presiding Officer,

[No. L-43012/5/81-D.III(B)]

Memorandum of Settlement under Sec. 18(1) of the Industrial Disputes Act, 1947 in the industrial dispute between the Management of Hutti Gold Mines Company Ltd. and Shri Saranappa, Ex-Watchman, W.W.T. No. 1, Security Department, regarding alleged illegal termination of his services from the Company.

**Present :**

Representing the Management Hutti Gold Company Ltd.—Shri A. J. Raj Kumar Personnel Manager.

Representing the Workman.—Shri Saranappa, Workman.

Shri V. S. Naik, Advocate, Authorised Representative.

**SHORT RECITAL OF THE CASE**

Whereas the Management of Hutti Gold Mines Company Ltd. had struck off the name of Sri Saranappa, Watchman in the Security Department, w.e.f. 1st January 1981 for long since under Cl. 14 of the certified Standing Orders of the Company;

Whereas Sri Saranappa raised an industrial dispute before the Asst. Labour Commissioner (Central) Bellary and the conciliation ended in failure;

Whereas the Government of India, Ministry of Labour has referred the dispute regarding alleged illegal termination of services of Shri Saranappa for adjudication to the Central Government Industrial Tribunal, Bangalore;

Whereas the Central Government Industrial Tribunal, Bangalore has registered the dispute as Reference No. 10 of 1982 and the same is still pending before the Hon'ble Tribunal;

Pending the matter before the Tribunal, both the parties have discussed the matter on different dates and finally they have agreed to resolve the matter on the following terms :—

**TERMS OF SETTLEMENT**

1. The Management agrees to reinstate Shri Saranappa as Watchman in the Security Department, with continuity of service, on or before 15-4-1984.
2. On rein-statement, the Management shall fix his wages protecting his last wages drawn and consequential benefits that may be arising out of memorandum of settlement and other agreements in force.
3. For the period from 1-1-81 (the date of termination) till the date Sri Saranappa is taken back in service, the Management shall pay 60 per cent of the wages that are payable to him as if he was on duty.
4. The consequential benefits shall include wages, bonus, House Rent Allowance, Leave with wages, wages for Privilege Leave and Sick Leave, Attendance Bonus and money value of Kerosene entitled to be supplied to him.
5. The Management will allot quarters to Sri Saranappa as early as possible, but within 3 months from the date of reinstatement.
6. The Management shall pay the amount arising out of this settlement within 15 days from the date of reinstatement in service.
7. The period from the date of termination till the date of reinstatement shall be treated as 'continuous' for the purpose of payment of gratuity, drawal of increments and E.P.F.

8. The Provident Fund contribution payable for intervening period shall be deducted from the amount payable to the employee arising out of the settlement and the Management shall pay their corresponding contribution as per rules on full wages.

9. Sri Saranappa agrees to accept the same in full and final settlement of all the amounts due to him.

10. Both the parties agree to file this Memorandum of settlement before the Hon'ble Industrial Tribunal, Bangalore and request to pass a consent award in the matter.

Signed this 21st day of March 1984 at Bangalore.  
Representing the Management :

Representing the Workman :

(Sd/-)

(A. J. RAJ KUMAR)

Sd/-

(SARANAPPA)

Sd/-

(V. S. NAIK)

Sd/-

Witnesses :

(Sd/-)

1. (J. Kanakiah, Regl. Labour Commissioner (C), Bangalore).

(Sd/-)

2. (S. M. Kurup, Office Supdt., Office of the Regional Labour Commissioner (C), Bangalore).

S.O. 1505.—In pursuance of section 17 of the Industrial Disputes Act, 1947(14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Bangalore in the industrial dispute between the employers in relation to the management of Bharat Gold Mines Limited, Kolar Gold Fields and their workmen, which was received by the Central Government on the 16th April, 1984.

#### BEFORE THE INDUSTRIAL TRIBUNAL IN KARNATAKA, BANGALORE

Dated this the 28th day of March 1984  
PRESENT:

Central Reference No. 11 of 1982

#### I PARTY

Workmen represented by

- |   |   |
|---|---|
| (a) The Secretary, Bharat Gold Mines Employees' Union, Oorgaum, K.G.F.-563120           | The Management of The Chairman-cum- Managing        |
| (b) The Secretary, B.G.M.L. Labour Association, North Town Block Oorgaum, K.G.F.-563120 | Director, Bharat Gold Mines Limited, Oorgaum, Kolar |
| (c) The President, Bharat Gold Mines Workers' Union, Champion GF-563 120                |   |

(d) The President, Bharat Gold Mines Labour Union, Merikuppan, K.G.F.

(e) The President, Bharat Gold Mines Ltd., Medical Health & General Employees Union, No. 55 Compound, Champion Reef Post, K.G.F.

(f) The President, Kolar Gold Fields Electricity Department Labour Association, Oorgaum, K.G.F.

(g) The President Bharat Gold Mines Ltd, Nandydroog Mine Labour Association, 87 New Electric Colony, Oorgaum, K.G.F.

#### APPEARANCES

For the I Party (a) to (e) :—None present.

For the I Party (f) :—Shri K.P. Sahindranath, President Karnataka Karmika Congress, Bangalore.

For the I Party (g) :—None present.

For the II Party :—Shri K.J. Shetty, Advocate, Bangalore.

#### AWARD

By No. L-43010(3)/82-D III(B) dated 13-10-1982, the Government of India has made the present Reference on the following points of disputes:—

"Whether he demand of the casual labour employed by management of Bharat Gold Mines, Kolar Gold Fields (i) for absorption in permanent cadre and (ii) for enhancement of wages if justified. If so, to what relief are the workmen entitled?

2. Today, a Joint Memo has been filed and it has been stated that since the parties have arrived at a settlement, an award may be passed in terms of the settlement.

3. The execution and contents of the settlement are admitted by the parties before me. The settlement indicates that the management has agreed to absorb 50 per cent of the casual labourers by 2-4-1984 and the rest 50 percent by 2-7-1984. The settlement further shows that till the other workmen are absorbed they would be paid Rs. 23/- per day as Contingent Labour. The settlement is in favour of the workmen and it is directed to maintain peace and good relationship between the parties. I find that it deserves to be accepted.

4. In the result, an award is passed in terms of the settlement. The settlement shall form part of the award.

(Dictated to the stenographer, transcribed and typed by him and corrected by me).

B.N. LALAGE, Presiding Officer,

[No. L-43011/3/82-D-III (B)]

#### BEFORE THE INDUSTRIAL TRIBUNAL AT BANGALORE

CENTRAL REF. No. 11 of 1982

#### BETWEEN

The Secretary  
Bharat Gold Mines  
Employees Union,  
and others.

I PARTY

AND

The management of  
Bharat Gold Mines Limited,  
K.G.F.

II PARTY

## JOINT MEMO

The Parties abovenamed beg to state as follows :—

1. The above reference was made by the Central Government for adjudication by this Hon'ble Tribunal. When the matter was pending, by the intervention of the Regional Labour Commissioner all disputes between the parties have been settled as per the Memorandum of Settlement accompanying this Joint Memo. All the casual employees who are covered under reference have also signed the memo of settlement.

2. It is therefore, pray that this Hon'ble Tribunal may be pleased to record the settlement and pass the award accordingly. The parties are to bear their own costs.

The parties pray for an award accordingly.

Sd/-

S. SAVARIDOSS

Secretary,

BGM Employees' Union

2. V. MUTHU KUMAR

President, BGML MH & GE  
Union

Sd/-

3. N. PARAMESH

K.G.F. Electr. Dept.

Labour Association.

4. H. SUNDARARAJAN

President, BG, ML Labour  
Association.

Sd/-

E. JAYARAM

Management of B.G.M.L.

SECOND PARTY

Sd/-

K.J. Shetty

Advocate for II Party

Bangalore.

Dated 31-3-1984

FIRST PARTY

MEMORANDUM OF SETTLEMENT UNDER SECTION 18(1) OF THE INDUSTRIAL DISPUTES ACT, 1947 IN THE INDUSTRIAL DISPUTE BETWEEN THE MANAGEMENT OF BHARAT GOLD MINES LTD., KGF AND THEIR WORKMEN REPRESENTED BY (1) BHARAT GOLD MINES EMPLOYEES UNION; (2) BHARAT GOLD MINES EMPLOYEES ASSOCIATION; (3) BGML MEDICAL, HEALTH & GENERAL EMPLOYEES UNION; (4) K G F ELECTRICITY DEPTT LABOUR ASSOCIATION; (5) BGML LABOUR UNION AND (6) BGML WORKERS UNION REGARDING ABSORPTION OF CASUAL LABOUR IN PERMANENT CADRE AND ENHANCEMENT OF WAGES—PENDING BEFORE THE INDUSTRIAL TRIBUNAL BANGALORE (REFERENCE NO 11 of 1982)

## PRESENT

REPRESENTING THE  
MANAGEMENT

Shri B. JAYARAM,  
Chief Personnel Manager,  
Bharat Gold Mines Ltd  
Kolar Gold Fields

REPRESENTING THE  
WORKMEN

- 1 B G M Employees' Union:  
Shri S. Savaridoss,  
Secretary
- 2 BGML Medical, Health &  
General Emp. Union:  
Shri V. Muthukumar,  
President

3 K G F Electricity Deptt  
Labour Association:  
Shri M Paramesh,  
Secretary.

4 BGML Labour Association:  
Shri N Sundararajan,  
President

## SHORT RECITAL OF THE CASE:

The Secretary, BGM Employees Union, in his letter dated 16-1-82 has raised an industrial dispute before the Asst. Labour Commissioner (Central) Bangalore demanding absorption of all casual workmen in permanent cadre and enhancement of rates of wages. As all other six unions operating in Bharat Gold Mines Limited were also involved in the dispute, the ALC(C) has impleaded the remaining six unions in the dispute. Since the conciliation proceedings held by the ALC(C) Bangalore ended in failure, the ALC(C) submitted the failure of conciliation report to the Government of India. The Ministry of Labour, Govt. of India, vide their Notification No. L-4301(3)/82-D.III, (B) dated 13-10-82 referred the matter to the Industrial Tribunal, Bangalore for adjudication.

Pending the matter before the Industrial Tribunal, Bangalore 12 casual workmen resorted to hunger strike with effect from 9-9-1983 and demanded [immediate absorption of casual workmen into permanent cadre. On the assurance given by management of BGML that

Sd/-Suguna

Sd/-S. Savaridoss

Sd/- Muthukumar

Sd/-Paramesh

Sd/-.....

Sd/ M. Doraiswamy

Sd/-Khursheed Unnisa

Sd/-G. Mary

Sd/-Balu

Sd/-.....

Sd/-R. Kumar

Sd/-.....

Sd/-A. Thiruvvasagi

Sd/-B. Jayaram

their cases would be considered for absorption, the casual workmen called off the hunger strike w.e.f. 17-9-83. Thereafter discussions were held with some of the Unions of different dates and finally the matters have been resolved on the following terms :

## TERMS OF SETTLEMENT

1. The management of BGML agree to absorb 50 per cent of the casual labourers, on rolls as on date, as general labour, on or before 2-4-1984 as per seniority and the remaining 50 per cent casual workmen would be absorbed on or before 2-7-1984 as regular workmen. The first 50 per cent to be absorbed shall include all the 36 women workers irrespective of their seniority.

2. All the male casual workers, on absorption, will have to work in underground subject to their medical fitness. All female casual workers, on absorption, will continue to work on surface subject to their medical fitness.

3. The male workmen, who are not medically fit for working in underground, will be given work on surface on regular basis, subject to medical fitness for surface workers.

4. All casual workers, on absorption, will be placed in 'F' grade and their pay will be fixed at the minimum of the pay scale.

5. Before absorption on permanent cadre, the management, if required, will engage the casual workers as 'Contingent Labour' on a wages of Rs 23 per day.

6. The parties agree to withdraw the cases before the Industrial Tribunal, Bangalore (Reference No. 11 of 1982) by filing necessary application requesting the Tribunal to pass a consent award in terms of settlement. This should be done immediately to get his settlement implemented.

REPRESENTING THE  
MANAGEMENT

REPRESENTING THE  
WORKMEN

Sd/- B. JAYARAM

1. Sd/- S SAVARIDOSS
2. Sd/- MUTHUKUMAR
3. Sd/- PARAMESH
4. Sd/- N SUNDERRAJAN

WITNESSES :

- 1 Sd/- J KANNAJWAH (RLC)
- 2 Sd/ Swaknappa  
Asst. Labour Comm. (C) , Bangalore

5. Sd/- (Casual Labourers as on 15-2-1984)

6 Sd/- M. DORAISWAMY

7. Sd/-

8. Sd/- R KUMAR

9. Sd/- BALU

10. Sd/- A Thiruvvasagi

11. Sd/-

12. Sd/- KHURSHEED  
UNNISA

13. Sd/- G MARY

14. Sd/- SUGUNA

CASUAL LABOURERS ON ROLLS WORKING AS ON 15TH FEBRUARY, 1984

Sl. No.	Name	Father's Name	Date of joining	Signature
1	2	3	4	5
1.	J. Shivashankar	Janakiraman	24-1-80	Signed
2.	T. Bakthavatchalam	Thangaraj	30-4-80	-do-
3.	R. Gopinath	V.T. Rathinam	1-5-80	-do-
4.	D. Nadarajan	Doralraj	6-5-80	-do-
5.	Sherkhan	Shaik Moideen	2-2-80	-do-
6.	Lakshmana Kumar	Sadayan	20-8-80	-do-
7.	J. Jacob	Jeevarathinam	20-8-80	-do-
8.	A. Venkatesh	Arumugam	20-8-80	-do-
9.	Seetharaman	Venkatamuniappa	20-8-80	-do-
10.	G. Gopinath	Gopal	20-8-80	-do-
11.	B. Parathasarathy	Bangaroo	20-8-80	-do-
12.	Dorairaj	Natesan	20-8-80	-do-
13.	R. Henry	Rajarathinam	20-8-80	-do-
14.	A. Kannan	Arunachalam	20-8-80	-do-
15.	Madhivanan	Ponnuswamy	20-8-80	-do-
16.	M. Anandan	Muniswamy	20-8-80	-do-
17.	Satnpath Kumar	Periaswamy	20-8-80	-do-
18.	D. Kumar	David	20-8-80	-do-
19.	S. Devakumar	Seetharaman	20-8-80	-do-
20.	A. Palani	Arjunan	20-8-80	-do-
21.	M. Sampath	Marimuthoo	20-8-80	-do-
22.	B. Venkatesh	Pappigadoo	21-8-80	-do-
23.	Sundaresan	Kali	21-8-80	-do-
24.	P. Ramaraj	Periaswamy	21-8-80	-do-
25.	B. Venkatesh	Beerappa	21-8-80	-do-
26.	Somasundara Reddy	G.N. Reddy	21-8-80	-do-
27.	M. Mohan	Manickam	21-8-80	-do-
28.	Anandaraaj	Rajagopal	21-8-80	-do-
29.	A. Subramani	Adhiappa	21-8-80	-do-
30.	Anthonydoss	Amalanathan	21-8-80	-do-
31.	Manimaran	Nagarathinam	21-8-80	-do-
32.	Vedmamuni	Swaminathan	21-8-80	-do-
33.	Idayathulla	Mohammed Ali	21-8-80	-do-
34.	M. Arumugam	Muniswamy	21-8-80	-do-
35.	R. Neelamagan	Thulasidoss	21-8-80	-do-



1	2	3	4	5
36.	A. Rajan	T.M. Anthony	21-8-80	Signed
37.	H. Sadasiva Rao	Hari Rao	22-8-80	—do—
38.	Rajakili	Mahadeva Mudaliar	22-8-80	—do—
39.	S. Chandran	Seetharaman	20-8-80	—do—
40.	Kumar	Mahendran	22-8-80	—do—
41.	D. Venugopal Naidu	Dassappa	22-8-80	—do—
42.	Nelakantan	Natesan	22-8-80	—do—
43.	Selvekumar	Muniswamy	22-8-80	—do—
44.	Venkataramona Reddy	Curuva Reddy	22-8-80	—do—
45.	Doraiswamy	Muniswamy	22-8-80	—do—
46.	C. Prasad	Chinnaswamy	22-8-80	—do—
47.	Dhamodaram	Sigamoney	22-8-80	—do—
48.	Sivagnanam	Kandaswamy	22-8-80	—do—
49.	D.R. Nelson	Rajamanickam	22-8-80	—do—
50.	D. Jayakumar	Doraiswamy	22-8-80	—do—
51.	Pathi Devamani	Savarirathan	23-8-80	—do—
52.	S. Kanagaraj	Sanjeevi	23-8-80	—do—
53.	Raju	Muniswamy	23-8-80	—do—
54.	M. Narayanappa	Muniappa	23-8-80	—do—
55.	J.M. Rajan	Jaganadan	23-8-80	—do—
56.	Md. Sahamatulla	Ismail	24-8-80	—do—
57.	Sargunraj	Perumal	24-8-80	—do—
58.	C. Sounder Raj	Chinnappa	24-8-80	—do—
59.	Kumar	Ramaswamy	24-8-80	—do—
60.	B. Narayanappa	Banahelappa	24-8-80	—do—
61.	Rajendra Prosad	Muninanj Reddy	24-8-80	—do—
62.	P. Ramakrishna Reddy	Popi Reddy	24-8-80	—do—
63.	K.N. Krishnamoonji Rao	Narayana Rao	24-8-80	—do—
64.	Ramachandra Reddy	Mopu Reddy	24-8-80	—do—
65.	Thimmarayappa	Pullappa	24-8-80	—do—
66.	T.C. Krishna Murthy	Chinnaswamy	24-8-80	—do—
67.	T. Vincent	Therasraj	24-8-80	—do—
68.	R. Govindappa	Ramappa	24-8-80	—do—
69.	Jayapal	Perumal	24-8-80	—do—
70.	K. Mani S/o Krishnan	Govindan	24-8-80	—do—
71.	M. Ramodoss	Muniswamy	24-8-80	—do—
72.	Lakshman Rao	Govinda Rao	24-8-80	—do—
73.	Ramachandran	Venkataswamy	24-8-80	—do—
74.	Sekaran	Subramoney	24-8-80	—do—
75.	Krishnan	Rajamanickam	25-8-80	—do—
76.	Mohamad Akbar	Mohaboob S/o Abdul Karim	25-8-80	—do—
77.	J.K. Narayanan	Venkata Krishniah Setty	25-8-80	—do—
78.	G. Balu	S. Govindaswamy	25-8-80	—do—
79.	Manoharan	Manickaraj	25-8-80	—do—
80.	Syed Kaloblulla	Syed Ghonse	25-8-80	—do—
81.	Chandra Sogaran	M. Doliappa	25-8-80	—do—
82.	Govindappa	Muniappa	25-8-80	—do—
83.	Natarajan	Dharmalingam	25-8-80	—do—
84.	Anthony Doss	Susalraj	25-8-80	—do—
85.	Rajendran	Chinna Iruban	25-8-80	—do—
86.	Chandrasegaran	Kannan	25-8-80	—do—
87.	Seetharaman	Doraiswamy	25-8-80	—do—
88.	Krishnan	Murisamma	25-8-80	—do—
89.	Venkatesh Naidu	Venkataswamy Naidu	25-8-80	—do—
90.	M. Sivaraj	Muniswamy	25-8-80	—do—
91.	C. Karunakaran	Chinnaswamy Chetty	25-8-80	—do—
92.	Sheik Masthan	Shaik Abdulla Rasid	25-8-80	—do—
93.	A. Vankatesh	Abraham	25-8-80	—do—
94.	V. Sathyanarayana Rao	Vengoji Rao	25-8-80	—do—
95.	V. Shanmugam	Vadiveloo	25-8-80	—do—
96.	D. Kanickaraj	Devaraj	25-8-80	—do—
97.	Rajendran	Murugesu	25-8-80	—do—
98.	Anandaraj	Nathan	25-8-80	—do—
99.	R. Devaraj	Rajagopal	25-8-80	—do—
100.	Sathyamoorthy	Sectha	25-8-80	—do—

1	2	3	4	5
101.	M. Srinivasa Reddy	Narayana Reddy	25-8-80	Signed
102.	V.A. Ganesan	Arunachalam	25-8-80	—do—
103.	Jayaraman	Muniswamy	26-8-80	—do—
104.	C. H. Nagaraj	Hanumantha Rao	26-8-80	—do—
105.	Rama Krishnappa	Dodda Ramaiah	26-8-80	—do—
106.	M. Venkata Ramaiah	Muniswamy	26-8-89	—do—
107.	V. Muniswamy	Veerappa	26-8-80	—do—
108.	Ragunatha Reddy	Srinivasa Reddy	26-8-80	—do—
109.	Govinda Swamy	Peria Swamy	26-8-80	—do—
110.	R. Paneer Selvam	Raman	26-8-80	—do—
111.	M. Nagendra Prakash	Muniswara Achari	26-8-80	—do—
112.	Venkatesha Naidu	Ramaswamy Naidu	26-8-80	—do—
113.	K. Rama Murthy	Kistan	26-8-89	—do—
114.	Arumugam Sampath	Rathinam	26-8-80	—do—
115.	David Kannan	Sunder Raj	26-8-80	—do—
116.	Dorairaj	Swaminathan	26-8-80	—do—
117.	K.P. Chandiran	Perumal	26-8-80	—do—
118.	Muniswamy	Varadan	26-8-80	—do—
119.	C.H. Ramachandran	Hanumantha Rao	26-8-80	—do—
120.	Ramakrishnan	Muniswamy	26-8-80	—do—
121.	G. Ramakrishnan	Gangan	26-8-80	—do—
122.	Kuppuswamy	Vanoo	26-8-80	—do—
123.	Sampath Kumar	Arumagham	26-8-80	—do—
124.	Rajendran	Ramalah	26-8-80	—do—
125.	Venucco	Krishnan	26-8-80	—do—
126.	Baskar	Ramaiah	26-8-80	—do—
127.	John Sampath	Samuel	26-8-80	—do—
128.	Venkatesiah	Somappa	26-8-80	—do—
129.	Thangaraj	Muniswamy	26-8-80	—do—
130.	Ellappa	Muniswamy	26-8-80	—do—
131.	Munikrishna	Gaugappa	26-8-80	—do—
132.	Vasanth Rao	Monoji Rao	23-8-80	—do—
133.	K. Chandrasegaran	Kazalanathan	27-8-80	—do—
134.	C. Santharaj	Gopal	27-8-80	—do—
135.	Anandan	Subramani	27-8-80	—do—
136.	Syed Sali	Sd. Ameer Shah	27-8-80	—do—
137.	Purushothamarao	Govinda Rao	23-8-80	—do—
138.	N. Peddanna	Narayanawamy	22-8-80	—do—
139.	Muniappa	Hanumappa	28-8-80	—do—
140.	N.S. Srinivasan	Sounderraja Iyer	29-8-80	—do—
141.	Murugala	Ramaiah	30-8-80	—do—
142.	Narasimha Reddy	Narayanareddy	30-8-80	—do—
143.	D. Rajan	Doraiswamy	5-9-80	—do—
144.	Mazar Basha	Abdul Samad	6-9-80	—do—
145.	Maria Joseph	Anandaraaj	10-9-80	—do—
146.	G. Parl	Guruswamy	10-9-80	—do—
147.	Selvaraj	Ganesh Mudaliar	10-9-80	—do—
148.	K. Mani	Kuppuswamy	10-9-80	—do—
149.	N. Segaran	Muruges	20-9-80	—do—
150.	K.B. Narayanappa	Bethlappa	20-8-80	—do—
151.	C. Rukmangadan	Akkiammal	20-9-80	—do—
152.	K. Selvaraj	Kannan	20-9-80	—do—
153.	Sunderraj	Manickam	20-9-80	—do—
154.	G. Mani	Gangadharan	20-9-80	—do—
155.	Md. Shariff	Kareem Shariff	20-9-80	—do—
156.	Kirshnoji Rao	Santhoji Rao	21-9-80	—do—
157.	Anthony Cruz	Chinnadurai	21-9-80	—do—
158.	Pandian	Singaram	21-9-80	—do—
159.	S. Khader	Shaik Basha	21-9-80	—do—
160.	E zachal	Nasilaman	22-9-80	—do—
161.	Venkatesh	Vasudevan	22-9-80	—do—
162.	Magimaidoss	Aruldoss	22-9-80	—do—
163.	Gunasekaran	Rajoo	22-9-80	Not in Service
164.	Rajendran	Gopal	22-9-80	Signed
165.	Ramareddy	Munisami Reddy	23-9-80	—do—

1	2	3	4	5	6
166.	Raja Rao	Manojl Rao	23-9-80	Signed	
167.	Jayaramappa	Basappa	24-9-80	—do—	
168.	Selvaraj	Manickam	24-9-80	—do—	
169.	Venkatachalapathy	M.riivenkutappa	25-9-80	—do—	
170.	S.A. Aruldoss	Arumalnayagam	25-9-80	Not in Service	
171.	Govindappa	Sri Ramappa	25-9-80	Signed	
172.	Ramappa	Thimmappa	25-9-80	—do—	
173.	S. Nanjundappa	Somanna	25-9-80	—do—	
174.	M. Basappa	Nanjundappa	25-9-80	—do—	
175.	R. Ramu	Ramaswamy	25-9-80	—do—	
176.	N. Thiruvengadam	Nathamuni	25-9-80	—do—	
177.	P. Sampath	Porkodian	25-9-80	—do—	
178.	A. Thiagarajan	Annaswamy	28-9-80	—do—	
179.	C. Balaraman	Chengalarayappa	1-10-80	—do—	
180.	A. Krishnan	Anakutty	1-10-80	—do—	
181.	Rajendra Babu	Rangaswamy	09-10-80	Signed	
182.	John Maynard	Issac	18-10-80	—do—	
183.	M. Venkatasha Prakash	Mallappa	18-10-80	—do—	
184.	M. Neelamegan	Narayanaswamy	21-10-80	—do—	
185.	C. Jayapal	Chinnathambi	10-12-80	—do—	
186.	A. Anandaraaj	Appavoo	13-12-80	—do—	
187.	George	Thirupal	28-4-81	—do—	
188.	Charli	Yesu	28-4-81	—do—	
189.	Jayasundaram	Gengaiiah @ Jacob	28-4-91	—do—	
190.	Anthony	S. R. Yesudoss	28-4-81	—do—	
191.	V. Devandran	Venkaresh	28-4-81	—do—	
192.	G. Venkatesh	Gangadoo	28-4-81	—do—	
193.	Venkateswaralu	Kondiah	28-4-81	—do—	
194.	K. Rajalah	Kondiah	28-4-81	—do—	
195.	Narasimalu	Narasadoo	28-4-81	—do—	
196.	G. Doss	Jeevanandan	28-4-81	—do—	
197.	K. Mark	Rajanna	28-4-81	—do—	
198.	Nagesh	Joseph	28-4-81	—do—	
199.	D. Daniel	Daniel	30-9-81	—do—	
200.	Doss	Sousiappan	23-7-81	—do—	
201.	Mohan Raj	Ramaswamy	14-10-81	—do—	
202.	Sekharan	T. Kannan	16-10-81	—do—	
203.	N. Raja	Nagi	22-10-81	—do—	
204.	M. Chandrakumar	Murugesb	13-11-81	—do—	
205.	M. Victor	Muniswamy	9-1-82	—do—	
206.	Venkata Reddy	Krishna Reddy	9-1-82	—do—	
207.	S. Sagayaraj	Selyam	11-1-82	—do—	
208.	Jayappa	Yellappa	11-1-82	—do—	
209.	M.A. Amalanathan	Backlanathan	13-1-82	—do—	
210.	Prabudoss	Yerriah	13-1-82	—do—	
211.	George	David	13-1-82	—do—	
212.	D. John	Devasagayan	13-1-82	—do—	
213.	Srinivasulu	Narasigadoo	13-1-82	—do—	
214.	Amose	John	13-1-82	—do—	
215.	P. Rama	Polamma	13-1-82	—do—	
216.	Pratab	Jacob	13-1-82	—do—	
217.	V. Prabudoss	Purushothama	13-1-82	—do—	
218.	Prabudoss	Daniel	13-1-82	—do—	
219.	Yesu	Dhanamma	13-1-82	—do—	
220.	Suresh Babu	Basaiah	13-1-82	—do—	
221.	S. Ravi Rajan	Ramalah	15-1-82	—do—	
222.	Narayanan	Pedda Narasinh Doss	15-1-82	—do—	
223.	Pulliah	Thirupigadoo	15-1-82	—do—	
224.	Rayappa	Seetha	15-1-82	—do—	
225.	Shekar	Kondiah	15-1-82	—do—	
226.	Anandaraaj	N.Y. Ramudoo	15-1-82	—do—	
227.	S. Venkataswamy	Kondudoo	18-1-82	—do—	
228.	Rayamathulla Thirupal	R. Rosiah	18-1-82	—do—	
229.	K. Thirupal	Benkataswamy	13-1-82	—do—	
230.	I. Kalab	Issac	13-1-82	—do—	
231.	Sudha	Devaiah	13-1-82	—do—	

1	2	3	4	5
232.	Abraham	Nagaiah	13-1-82	Signed
233.	Suresh Kumar	Narayanan	13-1-82	—do—
234.	Anandaraj	Govindan	1-2-82	—do—
235.	J. Charles	Jacob	1-2-82	—do—
236.	R. Sundaramurthy	Ramaswamy	8-2-82	—do—
237.	Syed Ibrahim	H. Bhasheer	22-2-82	—do—
238.	Irudhayam	Barnabass	6-3-82	—do—
239.	Vasudevan	Muniswamy	6-3-82	—do—
240.	Murugan	Muthu	6-3-82	—do—
241.	Anbalagan	Ponnuswamy	12-3-82	—do—
242.	K. Devakumar	Kannan	12-3-82	—do—
243.	R. Asokan	Raju	24-3-82	—do—
244.	Muralikanthan	K. Pushparaj	22-4-82	—do—
245.	Chandran	Raju	20-5-82	—do—
246.	S. Lakshmanan	Sarangapani	20-5-82	—do—
247.	Francis Edward Paul	Augustine	20-5-82	—do—
248.	R. Aruldoss (Arockladas)	Rajamanickam	20-5-82	—do—
249.	V. Nagappa	Venkataramalah	20-5-82	—do—
250.	Anbalagan	Govindaraj	20-5-82	—do—
251.	Sagayanathan	Aruldoss	20-5-82	—do—
252.	Jayaprakash	Kuppan	20-5-82	—do—
253.	Sagayarajan	Issac	20-5-82	—do—
254.	R. Shanthaprabu	Raju	20-5-82	—do—
255.	V. Rathinadass	William	20-5-82	—do—
256.	M.N. Rahaman	Shah Mohammd	20-5-82	—do—
257.	A. Suresh Devapal	Alfred	20-5-82	—do—
258.	Rajamurthy	Muniswamy	20-5-82	—do—
259.	Asokadu	Jayappa	20-5-82	—do—
260.	Kedarinathan	Ramachandran	20-5-82	—do—
261.	S. Karunakaran	Subramani	20-5-82	Not in Service
262.	P. Samuel	Ponnaiah	20-5-82	Signed
263.	T. Sridhar	Thavamani	20-5-82	—do—
264.	R. Selvam	Raju	20-5-82	—do—
265.	D. Vinayagam	Doraiswamy	24-5-82	—do—
266.	Narayanappa	Venkashalu	24-5-82	—do—
267.	Shivaraj	C. Arumugam	24-5-82	—do—
268.	R. Elangovan	Ramu	24-5-82	—do—
269.	G. Venkatesh	M. Gantalappa	24-5-82	—do—
270.	A. Justine	Aruldoss	24-5-82	—do—
271.	M. Muralidaran	V. Mallappa	24-5-82	Sd/- M. Muralidara
272.	Sampathkumar	Perizaswamy	24-5-82	L.T.M. of Sampathkumar
273.	Ethuraja Murthy	Kannan	2-8-82	Sd/- Ethuraja Murthy
274.	K. Punyamurthy	Krishnan	—do—	Sd/- N. Punyamurthy
275.	Viswalingam	Ramaswamy	—do—	Sd/- Viswalingam
276.	Anthony Cruze	Arockiaswamy Selvaraj	—do—	Sd/- Anthony Cruze
277.	Shivaraj	Peramal	—do—	Sd/- P. Shivaraj
278.	M. Shankar	Muniswamy	—do—	Sd/- M. Shankar
279.	S. Venkatesh	Sundaram	—do—	Sd/- S. Venkatesh
280.	Ravichandran	Thangaraj	—do—	Sd/- Ravichandran
281.	Munlappa	Munivenkatappa	4-8-82	Sd/- Munippaa
282.	K. Ganeshan	Krishnar Nair	—do—	Sd/- K. Ganeshan
283.	Manoharan	Raman	4-4-82	Sd/- B. Manoharan
284.	C. Kannan	V. Chinnurair	—do—	Sd/- C. Kannan
285.	John Kennedy	Theresraj	3-9-82	Sd/- John Kennedy
286.	K. Sureshkumar	Kanakaraj	—do—	Sd/- K. Sureshkumar
287.	Sudhakar	Subramani	—do—	Sd/- Sudhakar
288.	D. Dasarathan	Durai	12-10-82	Sd/- D. Dasarathan
289.	P. Lakshmanan	Ponnan	22-8-80	Sd/- P. Lakshmanan
290.	K. Jayanathan	M. Kuppuswamy	24-8-80	Sd/- K. Jayanathan
291.	Munivenkatappa	Munivenkateshan	24-5-82	L.T.M. of Munivenkatappa
292.	Gunasekaran	Velayudam		Not in service
293.	K. Gopi	Kothandan	20-5-82	Sd/- K. Gopi
294.	M. Subramani	Manickam	19-8-80	Sd/- Subramani
295.	V. Subramani	Venkatachalam/Kantharuban	20-9-80	Sd/- V. Subramani
296.	D. Sridhar	Dharam/C.J. Mellicon	3-9-82	Sd/- D. Sridhar

## WOMEN CASUAL LABOURS AS ON 15-2-84

Sl. No.	Name	Name of Father/Husband	Dt. of Engagement	Signature
1	2	3	4	5
1.	Chandra	Jecvaraj	8-8-80	Sd/- Chandra
2.	Yesodha	Thangaraj	-do-	Sd/- Yesodha
3.	Suguna	Muniswamy	-do-	Sd/- Suguna
4.	Poosa	Muniswamy	-do-	Sd/- Poosa
5.	Sampoornamma	Kalimuthoo	-do-	Sd/- Sampornamma
6.	J.C. Suguna	Jaganathan	-do-	Sd/- J.C. Suguna
7.	Pushparani	Selvaraj	-do-	Sd/- Pushparani
8.	Joyce Mellican	John Mellican	7-1-81	Sd/- Joyce Mellican
9.	Mercy Angela	Pushparaj	-do-	Sd/- P. Mercy Angela
10.	Kurshid Unnisa	Syed Ismail	-do-	Sd/- Kurshid Unnisa
11.	Rasikala	Thangaraj	-do-	Sd/- T. Rasikala
12.	Thiruvvasagi	Ablmanna	-do-	Sd/- A. Thiruvvasagi
13.	Buvaneshwari	Kannan	-do-	Sd/- K. Buvaneshwari
14.	Saraswathi	Shanmugam	-do-	Sd/- S. Saraswathi
15.	D. Mani	Devasigamoney	-do-	Sd/- D. Mani
16.	Rama Bai	Balakrishnan	-do-	Sd/- Tama Bai
17.	Pushparani	Salomon	-do-	Sd/- Pushparani
18.	K. Kasthuri	Govindaswamy	-do-	Sd/- K. Kasthuri
19.	Kanickamary	Anthony Cruze	-do-	Sd/- Kani.kamary
20.	Saroja	Venkatappa	-do-	Sd/- Saroja
21.	Danabakiam	Devanesan	-do-	L.T.M. of Danabakiam
22.	Pushparani	Anthoneydoss	-do-	Sd/- Pushparani
23.	C Rita	Arockiadoss	-do-	Sd/- C. Rita
24.	Rajamani	Krishnamurthy	-do-	Sd/- Rajamani
25.	Adilakshmi Grace	Thangaraj	-do-	L.T.M. of Adilakshmi Grace
26.	Muniamma	Adimoolam	-do-	L.T.M. of Muniamma
27.	Padma	Chinnaraj	-do-	Sd/- Padma
28.	Manohari	Chandrasegaran	-do-	Sd/- Manohari
29.	Vijaya	Sunder Raj	-do-	Sd - Vijaya
30.	Danalakshmi	Venkatesh	-do-	L.T.M. of Danalakshmi
31.	Anusya	Chockalingam	-do-	Sd/- Anusya
32.	Sampath Rani	Samraj	-do-	Sd/- Sampath Rani
33.	Rajamani	Gurupadam	-do-	Sd/- Rajamani
34.	G. Mary	Ranganathan	12-1-81	Sd/- G. Mary
35.	Muniammal	Selvaraj	18-6-81	L.T.M. of Muniamma

New Delhi, the 21st April, 1984

S.O. 1506.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Jaipur in the industrial dispute between the employers in relation to the management of Rajasthan State Mines and Minerals Limited, Udaipur and their workmen, which was received by the Central Government on the ?

CENTRAL INDUSTRIAL TRIBUNAL, RAJASTHAN, JAIPUR.

PRESIDED BY : Mahendra Bhushan Sharma

Case No. C.I.T. 13/1981

REFERENCE :

Notification No. L-29012/12/80-D.III.B. issued by Under Secretary, Government of India, Ministry of Labour, New Delhi, dated 18-9-1981.

89 GI/84—8.

Shri Madan Deo through The General Secretary, Rajasthan State Mines and Minerals Karamchari Sangh, Rashmi Villa, Bikaner (Rajasthan).

Versus

The Mines Manager, Rajasthan State Mines and Minerals Limited, Udaipur.

PRESENT :

For the Applicant.—Shri J. L. Shah.

For the Management.—Shri B. L. Gupta.

Date of Award.—7th January, 1983.

AWARD

The Under Secretary to the Government of India Ministry of Labour, New Delhi vide his notification No. L-29012/12/80-D.III.B. dated 18-9-1981 has referred the following dispute to this Tribunal under

Section 19(1) of the Industrial Disputes Act, 1947 for adjudication :—

“Whether the Action of the management in declining to amend the date of birth of Shri Manan Deo from 21-10-1927 to 28-2-1937 is justified? If not, to what relief the workman is entitled to?”

2. Notice of this reference was given to the parties concerned. On behalf of the worker the authorised representative Rajasthan State Mines and Minerals Karamchhari Sangh, Bikaner (for short the Sangh hereinafter) has filed the statement of claim. In the statement of claim, a case has been setup that in fact the date of birth of the affected worker Shri Manan Deo was February 28th, 1937 but it has been wrongly recorded as October 21st, 1927. Thus it is said that the action of the management in declining to amend the date of birth of Shri Manan Deo is not justified and is prayed that the date of birth should be amended.

3. Copy of the statement of claim was supplied to the opposite party and reply has been filed. As per the reply Shri Manan Deo was appointed for the first time in the year 1953 and on the basis of the information supplied by him, his date of birth was recorded as October 21st, 1927. He also signed his service record wherein also his date of birth was recorded as stated above. It is also the case of the opposite party that it was after a lapse of about 21 years of his initial appointment that Shri Manan Deo sought the change in his date of birth from October 21st, 1927 to February 28th, 1937 and the management rightly declined to amend the date of birth.

4. Evidence has been led by the parties. I have perused the material on record and have heard the arguments. The question is as to what is the true date of birth of Shri Manan Deo? Whether it is October 21, 1927 as recorded in the service record or February 28th, 1937 as claimed by him?

5. Exhibit M-1 is a very important piece of documentary evidence. Shri Manan Deo in his cross examination on his affidavit has admitted his signatures on Exhibit M-1. It appears from its perusal that the date of birth of Shri Manan Deo was recorded therein as October 21st, 1927. There are certified Standing Orders in Bikaner Gypsum Ltd., Bikaner and the certified standing order No. 8(4) deals with the age. Age of workmen as recorded with the company at the time of his employment shall not be thereafter questioned by the workman.

6. The contention of Mr. Shah is that the procedure as laid down in the standing orders for recording the date of birth has not been followed. In the presence of Ex. M-1 which was prepared in the year 1953 when Shri Manan Deo entered in service and it bears the signature of Shri Manan Deo, it can be said that the date of birth of Shri Manan Deo at the time of his entry in service was recorded as October 21st, 1927. Shri Shishadhari who was Manager in Bikaner Gypsum Ltd., Bikaner when Shri Manan Deo entered in service has filed his affidavit on behalf of the management. He has stated that the date of birth of Shri Manan Deo was recorded, as told by

him and as per it on the date Shri Manan Deo entered in service he was aged about 26 years. He has also stated that Shri Manan Deo did not raise any objection with regard to the recording of his date of birth as October 21st 1927 up to the year 1974.

7. On behalf of Shri Manan Deo a photostate copy of some school leaving certificate has been filed. None has come to prove this document and much reliance cannot be placed on this document. Shri Manan Deo has, therefore, failed to satisfy this Court that the action of the management in declining to amend the date of birth from October, 21st, 1927 to February 28th, 1937 is unjustified. He is not entitled to any relief. The reference is decided accordingly.

8. Let the Award and its requisite copies be sent to the Central Government for publication under Section 17(1) of the Industrial Disputes Act, 1947.

MAHENDRA BHUSHAN SHARMA,  
Presiding Officer.

[No. L-29012/12/80-D.III.(B)]

New Delhi, the 21st April 1984

S.O. 1507.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal Jaipur in the industrial dispute between the employers in relation to the management of Rajasthan State Mines and Minerals Limited, and their workmen, which was received by the Central Government on the 6th April, 1984.

केन्द्रीय औद्योगिक न्यायाधिकरण, जयपुर

केस नं० सी०आई०टी० 3/1983

केन्द्र सरकार श्रम मंत्रालय की अधिसूचना सं० एल-290/11(47)/83-डी iii (बी)

दिनांक 3-3-83

सेक्टरी, राजस्थान स्टेट माईन्स एण्ड मिनरल्स कर्मचारी संघ रणभी बिला, राप्ती बाजार, बीकानेर—प्राची 1.

बनाम

मैनेजिंग डायरेक्टर, राजस्थान स्टेट माईन्स एण्ड मिनरल्स लि०, 133, रफी मार्ग, उदयपुर—अप्राची 1.

उपस्थिति :

संघ की ओर से :	श्री जे०एल० शाह
नियोजक की ओर से :	श्री बी०एल० गुप्ता
दिनांक अग्रार्थ :	30-11-83

अग्रार्थ

केन्द्र सरकार ने निम्नलिखित विवाद इस न्यायाधिकरण को वास्तव में निपटारा अपनी अधिसूचना सं० एल.-290/11 (47)/81-डी III (बी) दिनांक 3-3-83 के द्वारा औद्योगिक विवाद अधिनियम की धारा 10(1) के अन्तर्गत भेजा है :

“Whether the action of the management of Rajasthan State Mines and Minerals Limited, Udaipur in not promoting S/Shri Chandra Mohan and Satyanarayan, Electricians to the post of senior electricians is justified? If not, to what relief are the workmen entitled to?”

श्री जे० एल० शाह संघ की ओर से श्री बी० एल० गुप्ता विपक्षी की ओर से उपस्थित हैं।

श्री शाह आज भी क्लेम पेश करने के लिए समय चाहते हैं लेकिन दिनांक 30-7-83 से बार बार समय दिया गया श्री शाह का जाहिर करना है कि संघ ने कोई क्लेम तैयार नहीं करवाया इससे यह प्रतीत होता है कि संघ व विपक्षी के बीच कोई विवाद नहीं है अतः इस विवाद में नो डिस्प्यूट अवार्ड पास किया जाता है जो केन्द्रीय सरकार को प्रकाश-नार्थ भेजा जावे।

भारत भूषण शर्मा, न्यायाधीश  
[No. L-29011/47/81-D.III(B)]

S.O. 1508—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Jaipur in the Industrial dispute between the employers in relation to the management of Messrs Khetan Business Corporation Private Limited, Nathdwara (Udaipur) and their workmen, which was received by the Central Government on the 4th April, 1984.

### CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, JAIPUR

Case No. C.I.T. 20/1980

#### REFERENCE :

Government of India, Ministry of Labour New Delhi letter No. L-29011/7/82-D.III(B), Dated 10th May, 1982.

In the matter of an Industrial Dispute.

BETWEEN

Shri Mango s/o Shri Roda Dangi

AND

Management of Messrs Khetan Business Corporation Private Ltd., Nathdwara (Udaipur)

#### PRESENT :

For the worker.—None.

For the management :

Date of Award.—20th June, 1983.

#### AWARD

The dispute is with regard to the terminating the services of one Shri Mangoo, worker in a Mine of M/s. Khetan Business Corporation Pvt. Ltd., Nathdwara, Udaipur district, Rajasthan. It appears that inspite of service the worker has not cared to appear in this Tribunal. He has sent his reply through post and also an affidavit duly verified by a notary Shri Noor Mohamed, Udaipur district, Rajasthan. It appears that there is no longer any dispute in between the worker and the management in respect of the service of Shri Mangoo. Therefore "no dispute Award" is passed.

2. Let the requisite copies of the Award be sent to the Central Government for publication under S. 17-(1) of the Industrial Disputes Act, 1947.

MAHENDRA BHUSHAN SHARMA; Judges.  
[No. L-29011/7/82-D.III(B)]  
NAND LAL, Under Secy.

नई दिल्ली, 3 अप्रैल, 1984

आदेश

का० प्रा० 1509.—केन्द्रीय सरकार की राय है कि इससे उपाबद्ध अनुसूची में विनिर्दिष्ट विषय के बारे में मंगामपेट बायराइट्स माइन्स आफ मैसर्स आन्ध्र प्रदेश माइनिंग कार्पोरेशन, मंगामपेट (प्रा० प्रा०) के प्रबंधन से सम्बद्ध एक औद्योगिक विवाद नियोजकों और उनके कर्मचारों के बीच विद्यमान है;

और केन्द्रीय सरकार उक्त विवाद को न्यायनिर्णयन के लिए निर्देशित करना वांछनीय समझती है;

अतः, केन्द्रीय सरकार, औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 7 और धारा 10 की उप धारा (1) के खंड (घ) द्वारा प्रदत्त शक्तियों का प्रयोग करने हुए, एक औद्योगिक अधिकरण गठित करती है जिसके पीठासीन अधिकारी श्री एम० श्रीनिवास राव होंगे, जिनका मुख्यालय हैदराबाद में होगा और उक्त विवाद को उक्त अधिकरण जो न्यायनिर्णयन के लिए निर्देशित करती है।

अनुसूची

"क्या मंगामपेट बायराइट्स माइन्स आफ आन्ध्र प्रदेश माइनिंग कार्पोरेशन के प्रबंधन की क्लैमिंग हैल्पर, श्री जी. रामगया की 19-5-83 से सेवा समाप्ति की कार्यवाही न्यायोचित है? यदि नहीं, तो संबंधित कर्मकार किस अनुतोष का हकदार है?"

[सं० एल-29012/61/83-डी-3(बी)]

New Delhi, the 3rd April, 1984

#### ORDER

S.O. 1509.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the management of Mangampet Barytes Mines of Messrs Andhra Pradesh Mining Corporation, Management (A.P.) and their workmen in respect of the matters specified in the Schedule hereto annexed;

And whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by section 7A, and Clause (d) of sub-section (i) of section 10 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal of which Shri M. Srinivasa Rao shall be the Presiding Officer, with headquarters at Hyderabad and refers the said dispute for adjudication to the said Tribunal.

#### SCHEDULE

"Whether the action of the management of Mangampet Barytes Mines of Andhra Pradesh Mining Corporation in dismissing Shri G. Ramgaiah, Blasting Helper, from service with effect from 19-5-83, is justified? If not, to what relief is the workman concerned entitled?"

[No. L-29012/61/83-D.III(B)]

आदेश

का० प्रा० 1510.—केन्द्रीय सरकार की राय है कि इससे उपाबद्ध अनुसूची में विनिर्दिष्ट विषय के बारे में सिंगरेमी कोलियरीज क० लिम, हाकबर कोठामुडे कोलियरीज के प्रबंधन से सम्बद्ध एक औद्योगिक विवाद नियोजकों और उनके कर्मचारों के बीच विद्यमान है;

और केन्द्रीय सरकार उक्त विवाद को स्थायनिर्णयन के लिए निर्देशित करना बांछनीय समझती है;

अतः केन्द्रीय सरकार, औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 7क और धारा 10 की उपधारा (i) के खंड (घ) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, एक औद्योगिक अधिकरण गठित करती है जिसके पीठासीन अधिकारी श्री एम० श्रीनवास राव होंगे, जिनका मुख्यालय हैदराबाद में होगा और उक्त विवाद को उक्त अधिकरण को स्थायनिर्णयन के लिए निर्देशित करती है।

अनुसूची,

"क्या सिंगरेनी कोलियरीज कं० लि०, हाकधर कोठागुडम कोलियरीज के प्रबंधक को फिटर और बिजली मिस्त्रियों को चार्ज भत्ता न देने की कार्यवाही स्थापित है? यदि नहीं, तो संबंधित कर्मकार किस अनुतोष के हकदार हैं?"

[सं० एन-22012/118/83-डी-3 (बी)]

### ORDER

S.O. 1510.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the management of Singareni Collieries Co. Ltd., Post Office Kothagudem Collieries and their workmen in respect of the matters specified in the Schedule hereto annexed;

And, whereas the Central Government considers it desirable to refer the said dispute for adjudication.

Now, therefore, in exercise of the powers conferred by section 7A, and clause (d) of sub-section (1) of section 10, of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal of which Shri M. Srinivasa Rao shall be the Presiding Officer, with headquarters at Hyderabad and refers the said dispute for adjudication to the said Tribunal.

### THE SCHEDULE

"Whether the management of Singareni Collieries Co. Ltd. Post Office Kothagudem collieries are justified in not paying charge Allowance to fitters and electricians? If not, to what relief are the workmen concerned entitled?"

[No. L-22012/118/83-D.III(B)]

आदेश

का०आ० 1511.—केन्द्रीय सरकार की राय है कि इससे उपाबद्ध अनुसूची में विनिर्दिष्ट विषय के बारे में इंडिया सीमेंट लि०, हाकधर शंकर नगर, जिला तिरुनेलवेली के प्रबंधक से सम्बद्ध एक औद्योगिक विवाद नियोजकों और उनके कर्मकारों के बीच विद्यमान है;

और केन्द्रीय सरकार उक्त विवाद को स्थायनिर्णयन के लिए निर्देशित करना बांछनीय समझती है;

अतः, केन्द्रीय सरकार, औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 7क और धारा 10 की उप धारा (i) के खंड (घ) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, एक औद्योगिक अधिकरण गठित करती है जिसके पीठासीन अधिकारी श्री टी० अरुलराज होंगे, जिनका मुख्यालय भद्रास में होगा और उक्त विवाद को उक्त अधिकरण को स्थायनिर्णयन के लिए निर्देशित करती है।

अनुसूची

"क्या इंडिया सीमेंट लि०, हाकधर शंकर नगर के प्रबंधक की सर्वश्री एम० विटमासिवम अट्टियर और श्री० दुराईराज थेवर, चोकीवार की 20 जून, 1983 से सेवाएं समाप्त करने की कार्यवाही स्थापित है? यदि नहीं, तो संबंधित कर्मकार किस अनुतोष के हकदार हैं?"

[सं० एल-29012/68/83-डी-3 (बी)]

नन्द लाल, अवर सचिव

### ORDER

S.O. 1511.—Whereas the Central Government is of opinion that an industrial dispute exists between the employers in relation to the management of India Cements Limited, P.O. Sankarnagar, Tirunelveli District and their workmen in respect of the matters specified in the Schedule hereto annexed;

And whereas the Central Government considers it desirable to refer the said dispute for adjudication;

Now, therefore, in exercise of the power conferred by Section 7A, and clause (d) of sub-section (1) of section 10 of the Industrial Disputes Act, 1947, (14 of 1947), the Central Government hereby constitutes an Industrial Tribunal of which Shri T. Arul Raj shall be the Presiding Officer, with headquarters at Madras and refers the said dispute for adjudication to the said Tribunal.

### THE SCHEDULE

"Whether the action of the management of India Cements Limited, P.O. Sankarnagar in terminating the services of Sarvasri M. Baramasivam Chettiar and V. Durairaj Thevar Watchmen, with effect from the 20th June, 1983 is justified? If not, to what relief are the workmen concerned entitled?"

[No. L-29012(68)/83-D.III(B)]

NAND LAL, Under Secy.

New Delhi, the 27th April, 1984

S.O. 1512.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal New Delhi, in the industrial dispute between the employers in relation to the management of U.P. State Mineral Development Corporation Limited, and their workmen, which was received by the Central Government on the 9th April, 1984.

BEFORE SHRI O. P. SINGLA, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL, NEW DELHI

I.D. No. 10/83

Avdesh Kumar Misra S/o Sh. Sheo Balak Misra, C/o Sri D. R. Saxena, 189, New Model House, Lucknow.

Versus

UP State Mineral Development Corporation Ltd. B-52, Mandir Marg, Mahanagar, Lucknow.

PRERENT : None



## AWARD

The Central Government, Ministry of Labour vide Order No. L-29012/24/81-D.III(B) dated 3rd November, 1982 made reference of the following dispute to this Tribunal for adjudication:—

“Whether the action of the management of UP State Mineral Development Corporation, Lucknow in terminating the services of Shri Avdesh Kumar Misra, Mazdoor with effect from 1-6-1979 is justified? If not, to what relief the concerned workman is entitled?”

2. Avdesh Kumar Misra workman pleaded that he joined the service of UP State Mineral Development Corporation Ltd. as a daily-wager on 1-1-75 and that his services were terminated w.e.f. 1-6-1979 and he was drawing Rs. 10 per day as wages then. He had completed more than 240 days service in a period of 12 months and he claimed benefit of section 25-F of Industrial Disputes Act, 1947. He was not paid any retrenchment compensation or notice-pay. He demanded reinstatement in service with back-wages and continuity of service for breach of section 25-F of Industrial Disputes Act, 1947. Additionally he claimed to be a permanent employee under the Model Standing Orders of Standing Orders Act, 1946.

3. The Management of UP State Mineral Development Corporation Ltd. contested the claim and asserted that Avdesh Kumar Misra was given employment in drilling unit at Durlala District Dehradun as a casual labour initially and the operations there came to an end on 30-4-77 and so also his employment. In October, 1977 another drilling operation started at Billi district Mirzapur and Avdesh Kumar Misra was employed. The operation ended on 31-5-79 when the drilling was closed and as such services ended. It was said to be a case of closure of the operation and not a case of retrenchment. The Supreme Court Decisions in Barsi Light Railway Co. Ltd., Vs. K. N. Joglekar (1957) 1 LLJ 243 was cited, as also another Judgment of the Supreme Court in Anakappa Cooperation Agriculture and Industrial society Vs. workmen (1962) 11 LLJ 628-629.

4. In the rejoinder filed by the workman it was contended that his was a permanent job and the operation work shifted from place to place but the employees who were appointed from Head Quarters Lucknow continued and they also shift along with Unit from place to place. He denied that his services were terminated on 30-4-77 and that he got fresh appointment at Billi. He states that after availing leave he joined there at Billi. Further he contested that the Billi drilling operation closed on 31-5-79. The drilling operations in the unit continued upto January, 1980 when it was shifted to Oskot (Pithouragarh) and then to Lallitpur, Jhansi and other places. He asserted that the same Unit and the staff appointed was still working and mentioned some workers junior to workman daily rated employees still working with the management as Sarvshri S. P. Gupta, Ramakant Shukla, Umesh Kumar Gupta, Sheo Shanker Gupta, Pieray Lal and others. The workman demanded documents from the management in relation to himself and the other workmen. But none have

been produced by the management and none appeared for the management on 16-2-1984, and thereafter. The workman has filed an affidavit in support of his statement of claim.

5. Delhi Consumer Co-op. Wholesale Stores Ltd. Vs. Secretary (Labour) and others is the ruling of Delhi High Court reported in 1983 LAB. IC 1652. It was there observed that there was closure not of distinct undertaking but of mere Unit of Undertaking and the case was one of retrenchment and not closure and non-compliance of section 25-F of Industrial Disputes Act, 1947 made the termination of service invalid and inoperative. In that case no evidence was adduced by the employer as regards gainful employment and the employees were ordered to be entitled to back-wages on reinstatement.

6. Similar is the case here. The closure was of a distinct drilling operation and not of an undertaking at Billi. Even the fact of closure on 31-5-79 has been disputed by the workman and he has deposed in his affidavit that the Unit continued upto January, 1980 at Billi. It appears to be a case of retrenchment of the workman w.e.f. 1-6-79 without compliance with section 25-F of Industrial Disputes Act, 1947 and without giving him retrenchment compensation and notice-pay to which he was entitled. The termination is void ab-initio.

7. There is an additional reason submitted by the workman in his affidavit. An Assembly question was raised in March, 79 to know about the name of the workmen who were still working as casual and the workman's case is that his services were terminated because management came to know that the Assembly question was got raised at his instance, and the action of the management was mala fide.

8. In any case when there is failure to comply with Section 25-F of Industrial Disputes Act, 1947, the retrenchment affected of the workman is invalid and void ab initio. It was not a case of closure of an undertaking but only a closure of Drilling Operation at a place and even that closure has been on oath affirmed by the workman to be later than 1-6-79.

9. The management of UP State Mineral Development Corporation is directed to reinstate the workman Avdesh Kumar Misra as casual labour and to pay him for the intervening period @ Rs. 10 per working day. The award is made accordingly.

Further ordered that the requisite number of copies of this award be forwarded to the Central Government for necessary action at their end.

O. P. SINGLA, Presiding Officer

April 6, 1984.

[No. L. 29012/24/81-D.III(B)]

NAND LAL, Under Secy.

नई दिल्ली, 19 अप्रैल, 1984

कां० प्रा० 1513.—केन्द्रीय सरकार, लोह प्रयस्क खान, मैगनीज प्रयस्क खान तथा क्रोम प्रयस्क खान श्रम कल्याण निधि नियम, 1978 के नियम 3 के साथ पठित लोह प्रयस्क खान, मैगनीज प्रयस्क खान तथा क्रोम प्रयस्क खान श्रम कल्याण निधि अधिनियम, 1976 (1976 का

61) की धारा 4 द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, भारत के राजपत्र के भाग II, खंड 3, उप खंड (ii) तारीख 24 जुलाई, 1982 के पृष्ठ 2767 पर प्रकाशित भारत सरकार के श्रम मंत्रालय की अधिसूचना संख्या का०आ० 2634 तारीख 7 जुलाई, 1982 में निम्नलिखित संशोधन करती है, अर्थात् :-

उक्त अधिसूचना के क्रमांक 2, 4 तथा 10 के सामने की गई प्रविष्टियों के लिए निम्नलिखित रखा जायेगा, अर्थात् :-

2. कल्याण आसुक्त  
श्रम कल्याण संगठन,  
श्रम मंत्रालय  
भारत सरकार,  
5-58 संख्या 8, हुबसिगुडा,  
हैदराबाद-500 007-उपाध्यक्ष (पदेन)
4. श्री ई० वासुदेव राव,  
विधान सभा सदस्य,  
29-11-2 ललिथा कालोनी,  
विशाखापटनम।
10. कल्याण प्रशासक,  
श्रम कल्याण संगठन,  
श्रम मंत्रालय, भारत सरकार,  
कालिचंदु, (आंध्र प्रदेश)—सचिव

[सं० 23017/4/80-एम 6 बक्यू 2]  
कनवर राजिंदर सिंह, अवर सचिव

New Delhi, the 19th April, 1984

S.O. 1513.—In exercise of the powers conferred by section 4 of the Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Act, 1976 (61 of 1976) read with rule 3 of the Iron Ore Mines, Manganese Ore Mines and Chrome Ore Mines Labour Welfare Fund Rules, 1978, the Central Government makes the following amendments to the notification of the Government of India, Ministry of Labour No. S.O. 2634, dated 7th July, 1982 published at page 2767 of the Gazette of India, Part II Section 3, Sub-section (ii) dated 24th July, 1982, namely :—

In the said notification, for the entries against serial numbers 2, 4 and 10, the following shall be substituted, namely :—

2. Welfare Commissioner  
Labour Welfare Organisation  
Ministry of Labour, Government of India  
5-58 No. 8, Hubsiguda,  
Hyderabad-500007 Vice Chairman  
(ex-officio)
4. Shri E. Vasudeva Rao, MLA  
29-11-2, Lalitha Colony,  
Visakhapatnam.
10. Welfare Administrator,  
Labour Welfare Organisation,  
Ministry of Labour, Government of India.  
Kalichedu, (Andhra Pradesh) Secretary  
[No. U-23017/4/80-M.V/W. II]  
KANWAR RAJINDER SINGH, Under Secy.

नई दिल्ली, 18 अप्रैल, 1984

का०आ० 1514.—केन्द्रीय सरकार को यह प्रतीत होता है कि मैसर्स महेंद्रा बोडी व्युल्डर्स "कायाकल्प ईस्टेट" एन०एच० वे न० 8 नारोदा-382325, अहमदाबाद नामक स्थापन के सम्बद्ध नियोजक और कर्मचारियों की बहुसंख्या इस बात पर सहमत हो गई है कि कर्मचारी भविष्य निधि और प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) के उपबंध उक्त स्थापन को लागू किए जाने चाहिए;

अतः केन्द्रीय सरकार, उक्त अधिनियम की धारा 1 की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त अधिनियम के उपबंध उक्त स्थापन को लागू करती है।

[सं० एस-35019(107)/84/पी०एफ० 2]

New Delhi, the 18th April, 1984

S.O. 1514.—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as the Messrs Mahendra Body Builders "Kayakalp Estate" N. H. No. 8 Naroda-382325, Ahmedabad have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of section 1 of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

[No. S-35019(107)|84-P.F.II]

का०आ० 1515.—केन्द्रीय सरकार को यह प्रतीत होता है कि मैसर्स जिनवल डायेचम इन्डस्ट्रीज प्रा०लि० 4654/21, अन्सारी रोड, दरिया गंज, नई दिल्ली-2 और इसकी फैक्ट्री 61, इन्डस्ट्रियल डीवलपमेंट कालोनी, महरोली रोड, गुडगांव (हरियाणा) और कार्यालय 28, महावीर चैम्बरस, 333-337 सामुल स्ट्रीट, बम्बई-3 नामक स्थापन के सम्बद्ध नियोजक और कर्मचारियों की बहुसंख्या इस बात पर सहमत हो गई है कि कर्मचारी भविष्य निधि और प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) के उपबंध उक्त स्थापन को लागू किए जाने चाहिए;

अतः केन्द्रीय सरकार, उक्त अधिनियम की धारा 1 की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त अधिनियम के उपबंध उक्त स्थापन को लागू करती है।

[सं० एस-35019(106)/84/पी०एफ०-2]

S.O. 1515.—Whereas it appears to the Central Government that the employer and the majority of the employees in relation of the establishment known as Messrs Jindal Dyechem Industries Private Limited 4654/21, Ansari Road Darya Ganj, New Delhi-2 and its Factory at 61, Industrial Development Colony, Mehrauli Road, Gurgaon including office at 28, Mahabir Chambers, 333-337, Somuel Street, Bombay-400003, have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of Section I of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

[No. S-35019(106)|84-PF-II]

का०आ० 1516.—केन्द्रीय सरकार को यह प्रतीत होता है कि मैसर्स जिनवल ऐक्स्पोजर्स प्रा०लि० 4654/21, अन्सारी रोड, दरियागंज, नई दिल्ली-2 और रजि० कार्यालय 44-ए, कमला नगर, दिल्ली और शाखा कार्यालय 28, महावीर चैम्बरस 333-337 सामुल स्ट्रीट, बम्बई-3 में स्थित नामक स्थापन के सम्बद्ध नियोजक और कर्मचारियों की बहुसंख्या इस बात पर सहमत हो गई है कि कर्मचारी भविष्य निधि और प्रकीर्ण

उपबंध अधिनियम, 1952 (1952 का 19) के उपबंध उक्त स्थापन को लागू किए जाने चाहिए;

अतः केन्द्रीय सरकार उक्त अधिनियम की धारा 1 की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त अधिनियम के उपबंध उक्त स्थापन को लागू करती है।

[सं० एम-35019(105)/84/पी०एफ०-2]

S.O. 1516.—Whereas it appears to the Central Government that the employer and the majority of the employee in relation to the establishment known as Messrs Jindal Exports Private Limited, 4654/21, Ansari Road, Darya Ganj, New Delhi-2, and its Regd. Office at 44-A, Kamla Nagar, Delhi including Branch Office at 28, Mahabir Chambers, 333-337 Samuel Street, Bombay-3 have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of Section I of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

[No. S-35019(105)/84-PF-II]

का०आ० 1517.—केन्द्रीय सरकार को यह प्रतीत होता है कि मैसर्स इम्पैक्ट फोर्ज सं० 60, माउन्ट रोड, गुन्दी मद्रास-600032 तमिलनाडु नामक स्थापन के सम्बद्ध नियोजक और कर्मचारियों की बहुसंख्या इस बात पर सहमत हो गई है कि कर्मचारी भविष्य निधि और प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) के उपबंध उक्त स्थापन को लागू किए जाने चाहिए;

अतः केन्द्रीय सरकार उक्त अधिनियम की धारा 1 की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त अधिनियम के उपबंध उक्त स्थापन को लागू करती है।

[सं० एम-35019/104/84/पी०एफ०-2]

S.O. 1517.—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as Messrs Impact Forge, No. 60, Mount Road, Guindy, Madras-600032. Tamil Nadu have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of Section I of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

[No. S-35019(104)/84-PF-II]

का०आ० 1518.—केन्द्रीय सरकार को यह प्रतीत होता है कि मैसर्स सेमी कन्डक्टर कम्प्लेक्स लिमिटेड, फेज-8, मोहावा, पंजाब तथा सी-5/18, सफदरजंग डेवलपमेंट एरिया, नई दिल्ली स्थित इसके ट्रांजिस्ट आफिश सहित नामक स्थापन के सम्बद्ध नियोजक और कर्मचारियों की बहुसंख्या इस बात पर सहमत हो गई है कि कर्मचारी भविष्य निधि और प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) के उपबंध उक्त स्थापन को लागू किए जाने चाहिए;

अतः केन्द्रीय सरकार, उक्त अधिनियम की धारा 1 की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त अधिनियम के उपबंध उक्त स्थापन को लागू करती है।

[सं० एम० 35019(103)/84 पी एफ-2]

S.O. 1518.—Whereas it appears to the Central Government that the employer and the majority of the employees in relation of the establishment known as Messrs Samiconductor Complex Limited, Phase VIII Mohali, Punjab including its Transit Office at C-5/18, Safdarjang Development Area, New Delhi have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of Section I of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

[No. S-35019(103)/84-PF-II]

का०आ० 1519.—केन्द्रीय सरकार को यह प्रतीत होता है कि मैसर्स श्री श्रीनिवास इण्डस्ट्रीज फ्लोर मिल, (रोलर फ्लोर मिल), लिंगसुगुर रोड, रायचुर तथा पटल रोड, रायचुर, कर्नाटक स्थित इसके कार्यालय सहित नामक स्थापन के सम्बद्ध नियोजक और कर्मचारियों की बहुसंख्या इस बात पर सहमत हो गई है कि कर्मचारी भविष्य निधि और प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) के उपबंध उक्त स्थापन को लागू किए जाने चाहिए;

अतः केन्द्रीय सरकार, उक्त अधिनियम की धारा 1 की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त अधिनियम के उपबंध उक्त स्थापन को लागू करती है।

[सं० एम-35019(102)/84-पी एफ-2]

S.O. 1519.—Whereas it appears to the Central Government that the employer and the majority of the employees in relation of the establishment known as Messrs Sri Srinivas Industries Flour Mill, (Roller Flour Mill), Lingsugur Road, Raichur, have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952) should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of Section I of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

[No. S-35019(102)/84-PF-II]

का०आ० 1520.—केन्द्रीय सरकार को यह प्रतीत होता है कि मैसर्स दि नेशनल कोऑपरेटिव बैंक लिमिटेड, बूल टैम्पल रोड, बंगलोर-560019 कर्नाटक नामक स्थापन के सम्बद्ध नियोजक और कर्मचारियों की बहुसंख्या इस बात पर सहमत हो गई है कि कर्मचारी भविष्य निधि और प्रकीर्ण उपबंध अधिनियम, 1952 (1952 का 19) के उपबंध उक्त स्थापन को लागू किए जाने चाहिए;

अतः केन्द्रीय सरकार, उक्त अधिनियम की धारा 1 की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त अधिनियम के उपबंध उक्त स्थापन को लागू करती है।

[सं० एम-35019(101)/84 पी०एफ०-2]

S.O. 1520.—Whereas it appears to the Central Government that the employer and the majority of the employees in relation to the establishment known as the Messrs The National Co-operative Bank Limited, Bull Temple Road, Bangalore-560019, Karnataka, have agreed that the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952 (19 of 1952), should be made applicable to the said establishment;

Now, therefore, in exercise of the powers conferred by sub-section (4) of Section I of the said Act, the Central Government hereby applies the provisions of the said Act to the said establishment.

[No. S-35019(101)|84-PF-II]

नई दिल्ली, 21 अप्रैल, 1984

का०आ० 1521.—मैसर्स गुजरात इण्डस्ट्रियल डेवलपमेंट कारपोरेशन लिमिटेड मजिल फडिया चेम्बरस, आश्रम रोड, नवरंगपुरा, अहमदाबाद-9 (गुजरात/11819) (जिसे इसमें इसके पश्चात उक्त स्थापन कहा गया है) ने कर्मचारी भविष्य निधि और प्रकीर्ण उपबन्ध अधिनियम, 1952 (1952 का 19) (जिसे इसमें इसके पश्चात उक्त अधिनियम कहा गया है) की धारा 17 की उपधारा (2क) के अधीन छूट दिए जाने के लिए आवेदन किया है;

और केन्द्रीय सरकार का समाधान हो गया है कि उक्त स्थापन के कर्मचारी, किसी पृथक अधिदाय या प्रीमियम का संदाय किए बिना ही, भारतीय जीवन बीमा निगम की सामूहिक बीमा स्कीम के अधीन जीवन बीमा के रूप में फायदे उठा रहे हैं और ऐसे कर्मचारियों के लिये वे फायदे उन फायदों से अधिक अनुकूल हैं जो कर्मचारी निक्षेप सहबद्ध बीमा स्कीम 1976 (जिसे इसमें इसके पश्चात उक्त स्कीम कहा गया है) के अधीन उन्हें अनुसंधे हैं;

अतः केन्द्रीय सरकार, उक्त अधिनियम की धारा 17 की उपधारा (2क) द्वारा प्रवृत्त शक्तियों का प्रयोग करते हुए और इससे उपाबद्ध अनुसूची में विनिर्दिष्ट शर्तों के अधीन रहते हुए, उक्त स्थापन को तीन वर्ष की अवधि के लिए उक्त स्कीम के सभी उपबन्धों के प्रवर्तन से छूट देती है।

#### अनुसूची

1. उक्त स्थापन के संज्ञ में नियोजक प्रादेशिक भविष्य निधि आयुक्त, अहमदाबाद को ऐसी विवरणियां प्रेषित करेगा और ऐसी लेखा रखेगा तथा निरीक्षण के लिए ऐसी सुविधाएं प्रदान करेगा जो केन्द्रीय सरकार, समय समय पर निर्दिष्ट करें।

2. नियोजक, ऐसे निरीक्षण प्रभागों का प्रत्येक मास की समाप्ति के 15 दिन के भीतर संदाय करेगा जो केन्द्रीय सरकार, उक्त अधिनियम की धारा 17 की उपधारा (3क) के खण्ड (क) के अधीन समय समय पर निर्दिष्ट करें।

3. सामूहिक बीमा स्कीम के प्रशासन में, जिसके अन्तर्गत लेखाओं का रखा जाना विवरणियों का प्रस्तुत किया जाना, बीमा प्रीमियम का संदाय, लेखाओं का अन्तरण, निरीक्षण प्रभागों संदाय आदि भी है होने वाले सभी व्ययों का वहन नियोजक द्वारा किया जायेगा।

4. नियोजक, केन्द्रीय सरकार द्वारा अनुमोदित सामूहिक बीमा स्कीम के नियमों की एक प्रति, और जब कभी उनमें संशोधन किया जाए, तब उस संशोधन की प्रति तथा कर्मचारियों की बहुसंख्या की भाषा में उनकी रुचि वालों को अनुसार, स्थापन के पूरा हो जाने पर प्रेषित करेगा।

5. यदि कोई ऐसा कर्मचारी, जो कर्मचारी भविष्य निधि का या उक्त अधिनियम के अधीन छूट प्राप्त किसी स्थापन की भविष्य निधि का पहले ही सदस्य है, उसके स्थापन में नियोजित किया जाता है, तो नियोजक, सामूहिक बीमा स्कीम के सदस्य के रूप में उसका नाम गुरन् दर्ज करेगा और उसकी बाबत आवश्यक प्रीमियम भारतीय जीवन बीमा निगम को मंदत करेगा।

6. यदि उक्त स्कीम के अधीन कर्मचारियों को उपलब्ध फायदे बढ़ाये जाने हैं, तो नियोजक सामूहिक बीमा स्कीम के अधीन कर्मचारियों को उपलब्ध फायदों में समुचित रूप से वृद्धि की जाने की व्यवस्था करेगा जिससे कि कर्मचारियों के लिए सामूहिक बीमा स्कीम के अधीन उपलब्ध फायदे उन फायदों से अधिक अनुकूल हों, जो उक्त स्कीम के अधीन अनुसंधे हैं।

7. सामूहिक बीमा स्कीम में किसी बात के होते हुए भी, यदि किसी कर्मचारी की मृत्यु पर इस स्कीम के अधीन संदेय रकम उस रकम से कम है, जो कर्मचारी को उस दशा में संदेय होती, जब वह उक्त स्कीम के अधीन होता, तो नियोजक कर्मचारी के विधिक वारिस/नामनिर्देशितों को प्रतिकर के रूप में दोनों रकमों के अन्तर के बराबर रकम का संदाय करेगा।

8. सामूहिक बीमा स्कीम के उपबन्धों में कोई भी, संशोधन, प्रादेशिक भविष्य निधि आयुक्त, अहमदाबाद के पूर्व अनुमोदन के बिना नहीं किया जाएगा और जहां किसी संशोधन से कर्मचारियों के हित पर प्रतिकूल प्रभाव पड़ने की संभावना हो वहां, प्रादेशिक भविष्य निधि आयुक्त, अपना अनुमोदन देने से पूर्व कर्मचारियों को अपना दृष्टिकोण स्पष्ट करने का युक्तियुक्त अवसर देगा।

9. यदि किसी कारणवश, स्थापन के कर्मचारी, भारतीय जीवन बीमा निगम की उस सामूहिक बीमा स्कीम के, जिसे स्थापन पहले अपना चुका है अधीन नहीं रह जाते हैं, या इस स्कीम के अधीन कर्मचारियों को प्राप्त होने वाले फायदे किसी रीति से कम हो जाते हैं; तो यह रद्द की जा सकती है।

10. यदि किसी कारणवश, नियोजक उस नियत तारीख के भीतर, जो भारतीय जीवन बीमा निगम नियत करे, प्रीमियम का संदाय करने में असफल रहता है और पालिसी को व्यपगत हो जाने दिया जाता है, तो छूट रद्द की जा सकती है।

11. नियोजक द्वारा प्रीमियम के संदाय में किए गए किसी व्यतिक्रम की दशा में, उन मृत सदस्यों के नामनिर्देशनियों या विधिक वारिसों को जो यदि यह छूट न दी गई होती तो उक्त स्कीम के अन्तर्गत होते, बीमा फायदों के संदाय का उत्तरदायित्व नियोजक पर होगा।

12. उक्त स्थापन के संज्ञ में नियोजक, इस स्कीम के अधीन आने वाले किसी सदस्य की मृत्यु होने पर उसके हकदार नामनिर्देशनियों/विधिक वारिसों को बीमाकृत रकम का संदाय तत्पश्चात् से और प्रत्येक वर्ष में भारतीय जीवन बीमा निगम से बीमाकृत रकम प्राप्त होने के मास दिन के भीतर मुनिश्चिन करेगा।

[स० ए०-35014/16/84-एफ०पी०जी०]

ए०के० भट्टराई, अवर सचिव

New Delhi, the 21st April, 1984

S.O. 1521.—Whereas Messrs Gujarat Industrial Development Corporation, 3rd Floor, Fadia Chambers, Ashram Road, Navrangpura, Ahmedabad-380009(GJ/11819) (hereinafter referred to as the said establishment) have applied for exemption under sub-section (2A) of section 17 of the Employees' Provident Funds and Miscellaneous Provisions Act 1952 (19 of 1952) (hereinafter referred to as the said Act);

And whereas, the Central Government is satisfied that the employees of the said establishment are, without making any separate contribution or payment of premium, in enjoyment of benefits under the Group Insurance Scheme of the Life Insurance Corporation of India in the nature of Life Insurance which are more favourable to such employees than the benefits admissible under the Employees Deposit-Linked Insurance Scheme, 1976 (hereinafter referred to as the said Scheme);

Now, therefore, in exercise of the powers conferred by sub-section (2A) of section 17 of the said Act and subject to the conditions specified in the Schedule annexed hereto, the Central Government hereby exempts the said establishment from the operation all the provisions of the said Scheme for a period of three years.

#### SCHEDULE

1. The employer in relation to the said establishment shall submit such returns to the Regional Provident Fund Commissioner, Gujarat, maintain such accounts and provide such facilities for inspection, as the Central Government may direct from time to time.

2. The employer shall pay such inspection charges as the Central Government may, from time to time, direct under clause (a) of sub-section (3A) of section 17 of the said Act within 15 days from the close of every month.

3. All expenses involved in the administration of the Group Insurance Scheme, including maintenance of accounts, submission of returns, payments of insurance premia, transfer of accounts payment of inspection charges etc. shall be borne by the employer.

4. The employer shall display on the Notice Board of the establishment, a copy of the rules of the Group Insurance Scheme as approved by the Central Government and, as and when amended, alongwith a translation of the salient features thereof, in the language of the majority of the employees.

5. Whereas an employee, who is already a member of the Employees' Provident Fund or the Provident Fund of an establishment exempted under the said Act, is employed in his establishment, the employer shall immediately enrol him as a member of the Group Insurance Scheme and pay necessary premium in respect of him to the Life Insurance Corporation of India.

6. The employer shall arrange to enhance the benefits available to the employees under the Group Insurance Scheme appropriately, if the benefits available to the employees under the said Scheme are enhanced, so that the benefits available under the Group Insurance Scheme are more favourable to the employees than the benefits admissible under the said Scheme.

7. Notwithstanding anything contained in the Group Insurance Scheme, if on the death of an employee the amount payable under this scheme be less than the amount that would be payable had employee been covered under the said Scheme, the employer shall

pay the difference to the legal heir/nominee of the employee as compensation.

8. No amendment of the provisions of the Group Insurance Scheme shall be made without the prior approval of the Regional Provident Fund Commissioner, Gujarat and where any amendment is likely to affect adversely the interest of the employees, the Regional Provident Fund Commissioner shall before giving his approval, give a reasonable opportunity to the employees to explain their point of view.

9. Where, for any reason, the employees of the said establishment do not remain covered under the Group Insurance Scheme of the Life Insurance Corporation of India as already adopted by the said establishment, or the benefits to the employees under this Scheme are reduced in any manner, the exemption shall be liable to be cancelled.

10. Where, for any reason, the employer fails to pay the premium etc. within the due date, as fixed by the Life Insurance Corporation of India, and the policy is allowed to lapse, the exemption is liable to be cancelled.

11. In case of default, if any made by the employer in payment of premium the responsibility for payment of assurance benefits to the nominees or the legal heirs of deceased members who would have been covered under the said Scheme but for grant of this exemption, shall be that of the employer.

12. Upon the death of the member covered under the Scheme the employer in relation to the said establishment shall ensure prompt payment of the sum assured to the nominee/legal heirs entitled for it and in any case within 7 days of the receipt of the sum assured from the Life Insurance Corporation of India.

[No. S-35014(16)/84-FPG]

A. K. BHATTARAI, Under Secy.

New Delhi, the 21st April, 1984

S.O. 1522.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Calcutta in the industrial dispute between the employers in relation to the management of Indian Airlines, Calcutta and their workmen.

CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL :  
CALCUTTA

Reference No. 25 of 1981

PARTIES :

Employers in relation to the management of Indian Airlines, Calcutta.

AND

Their Workmen

PRESENT :

Mr. Justice M. P. Singh—Presiding Officer.

APPEARANCES :

On behalf of Employers—Mr. Vinay Bhasin, An Officer of the Commercial & Industrial Employers' Association.

On behalf of Workmen.—Mr. M. Paul, Regional Committee Member for All India Aircraft Engineers' Association. Mr. K. S. Ghosh, Regional Chairman, Indian Aircraft Technicians' Association.

STATE : West Bengal

INDUSTRY : Airlines

### AWARD

The Indian Airlines, Calcutta (briefly, the IA) did not provide canteen facilities to their employees for 15 days (from 24 December 1978 to 8 January 1979) due to certain chaotic conditions in the industry. In order to compensate them the IA offered Rs. 6 per head per day for the said period. There are 7 or 8 unions in the IA. Most of them accepted the offer but some did not and hence the dispute. The Central Government in the Ministry of Labour has accordingly referred the following dispute for adjudication vide Order No. L-110011(11)/79-D.II.B dated 21 May 1981 :

"Whether the action of the management of Indian Airlines, Calcutta Region, Calcutta in not providing canteen facilities to their employees during the period 24-12-78 to 8-1-79 as required under the provisions of the Factories Act and offering them to compensate the absence of canteen facilities by payment of Rs. 6 per head per day for the said period, is justified? If not, to what relief are the workmen concerned entitled?"

2. At the hearing Sri S. K. Bhasin for the IA has raised two preliminary objections :

- (i) that the subject-matter of reference is not covered either by Schedule 2 or Schedule 3 of the Industrial Dispute Act, 1947 and hence this Tribunal has no jurisdiction to decide it, and
- (ii) that there is no industrial dispute within the meaning of Section 2(k) of the Industrial Disputes Act, 1947 because out of the total strength of approximately 3,000 workers who avail of the canteen services, all except 125 workmen have accepted the ex-gratia payment as offered by the management in lieu of the absence of canteen facilities during the relevant period.

On the side of the workmen of the IA, two trade unions, viz., All India Aircraft Engineers' Association and Indian Aircraft Technicians' Association have appeared and argued the case. Sri K. S. Ghosh, Regional Chairman argued for the Technicians' Association and Sri Paul for the Engineers' Association. They have demanded at the rate of Rs. 50 per head per day.

2. I will first take up the second objection. After considering the submissions advanced by the parties I am of the opinion that this objection is valid. From a perusal of the various provisions of the Industrial Disputes Act, 1947 as to reference, awards, settlement, strikes, lock-out, lay-off and retrenchment etc. it will appear that the Scheme of the Act provides the whole of its machinery, except in exceptional cases like Section 2A cases, to settle only disputes which arise between the employer and the general body of workmen. The Scheme is firmly based upon the concept of collective bargaining which is a road to industrial peace in Labour law. The jurisdiction of the Tribunal is normally exercised in collective labour relations and not in individual labour relations. It deals with individual dispute when the same is taken up by the Union or by a substantial number of workmen in which case the individual dispute assumes the character of industrial dispute. An element of collective bargaining is the essential feature of modern trade union movement in industrial adjudication. That is why industrial courts deal with individual disputes when they are sponsored by the union or by a considerable number of workmen who are directly interested in the dispute. Rights of the workmen as a class are affected. That is the whole tenor of the Act. The issue is union issue. It is the union who is party, not the individual. It is a collective dispute between the employer and its establishment or part of establishment. The dispute vitally affects the entire members of the union. It affects the workmen as a class. However the present is not a case of espousing the

cause of a single workman by the union or by a group of workmen. The dispute about the necessity to provide canteen services to all the employees of the Air Transport Industry at Calcutta is from the very onset a collective industrial dispute between the management of IA and its 3000 employees and there is no question of sponsoring such dispute by a particular union. All the 7 unions of the IA are equally interested in the dispute in question. In such a situation the argument of the contesting workmen that each of them should be treated as a separate category for the purposes of industrial dispute is of no consequence. They have pointed out that there can be separate and distinct organisation of workers, as for example, engine drivers on railways may form a union, the firemen may form another union, repair establishment may form third union and so on. It is submitted the grievance of one such union may be of no concern to the other. That is true. In those cases the dispute raised by any particular section will be an industrial dispute, though the other sections do not join them. That view is supported by several Supreme Court cases which have been relied upon by the contesting workmen. But that is not the case here. In the instant case the grievance is common to all the workers of all the unions of the IA. There are atleast three thousand workers. More than 2800 workers have already accepted the offer of the IA. Even the technicians who are about 600 in number have accepted the offer. I do not understand as to why Sri Ghosh appearing for technicians' Association has appeared to contest when he has no following behind him. There are only 125 workers in the Engineers' Association. Sri Paul has, no doubt, very ably and politely argued his case. I however feel difficulty in accepting his contention. His contention is that it will be an industrial dispute even though only 125 persons have raised it. But approximately 2900 workers are not supporting him. They have accepted the offer of the IA and thereby have settled the matter outside the court. If his contention is accepted, the whole matter would be reopened, all the approximately 2900 workers will again make fresh demands and there would be industrial unrest. Having regard to the Scheme of the Industrial Disputes Act, 1947, I am of the opinion that the dispute raised by only 125 workmen out of 3,000 workmen when 2900 of them have settled the matter cannot be regarded, in the facts and circumstances of this case, an 'industrial dispute' within the meaning of Section 2(k) of the Industrial Disputes Act, 1947. It follows that the reference must be held to be incompetent.

3. Sri Paul and Sri Ghosh for the concerned workmen pointed out that it was not right for the management to ask the employees to make their own arrangement for tea, snacks, meals, etc. because the nature of duties and responsibilities would not have permitted them to leave the work spots and to go to places far away from their duty spot. I myself visited the spot on 7th June 1983 and found that there was no convenient alternative facility for tea, snacks, meals etc. I felt that if canteens remain closed, then the employees of the IA will have to face hardship in this regard. However, any further discussions on this matter will not be useful, and I say no more.

4. In the view which I have expressed on objection No. ii it is not necessary to go into the first objection viz., as to whether the subject matter of reference is covered by Schedule II and Schedule III and whether this Tribunal is competent to decide the same.

5. For the reason given above, I find that preliminary objection No. ii raised by the management is valid. I hold that there is no industrial dispute to be adjudicated upon. The reference is incompetent and that the workmen are not entitled to any relief in the present case.

Dated, Calcutta,  
the 9th June, 1983.

M. P. SINGH, Presiding Officer.  
[No. L-11011(11)/79-D.II(B)]

S.O. 1523.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Calcutta in the industrial dispute

between the employers in relation to the management of Air India, Eastern India, Calcutta and their workmen.

# CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL : CALCUTTA

Reference No. 66 of 1982

## PARTIES :

Employers in relation to the management of Air India—  
Eastern India, Calcutta;

And

Their workmen

## PRESENT :

Mr. Justice M. P. Singh—Presiding Officer.

## APPEARANCES :

On behalf of Employers—Mr. N. C. Das Sharma,  
Advocate.

On behalf of Workmen—Absent.

STATE: West Bengal

INDUSTRY: Air India

## AWARD

By Order No. I-11011(7)/81-D.II(B) dated 11 November 1982 the Government of India, Ministry of Labour and Rehabilitation, referred the following industrial dispute to this Tribunal for adjudication :

“Whether the demand of the workmen of Air India, Eastern India, Calcutta as represented by Air Corporation Employees' Union to fill up the vacancies in Loading Transport & Engineering Department arising out of creation of Grounds Services Department in January 1980 in Calcutta is justified ? If so, to what relief are the workmen concerned entitled ?”

2. By Order dated 7-4-1983 the Union was directed to file written statement and documents if any, within two weeks from the date of the order and thereafter the management was to file written statement and documents within two weeks of the filing of written statement and documents of the union. It was also ordered that if no written statement or document was filed within the time allowed they will not be accepted. Mr. Sarkar, Regional Secretary was present and this order was passed in his presence. The case was adjourned to 12-5-83. None from any side was present on that date. 10-day also the union is not present and no written statement or documents has been filed by them. The management is present. It appears from the said facts that union is not taking any interest in the case. They raised the dispute but in the above circumstances. I am compelled to infer that the union has ceased to take any interest in the dispute and so it amounts to cessation of dispute.

3. Under the circumstances above mentioned, I hold that there is no dispute now for decision. The reference is disposed of accordingly.

Dated, Calcutta,  
the 21st June, 1983.

M. P. SINGH, Presiding Officer.

[No. I-11011(7)/81-D.II(B)]

S.O. 1524.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Jaipur in the industrial dispute between the employers in relation to the management of Sub-Divisional Officer (Telephones) Kota and their workman, which was received by the Central Government on the 4th April, 1984.

## केन्द्रीय औद्योगिक न्यायाधिकरण, जयपुर

कम नं० सी० आई० टी० 8/1981

केन्द्र सरकार श्रम मंत्रालय की अधिसूचना सं० एस० 40012/(7)/79-डी० II (बी०) दिनांक 21-5-81

श्री मंगी लाल पुत्र श्री बलराम व अन्य

प्रार्थी

बनाम

सब डिवीजनल आफिसर, (टेलीफोन) कोटा ।

अप्रार्थी

उपस्थिति

संघ की ओर से :

श्री एम० एक० बैग

नियोजक की ओर से :

श्री आर० के० सिंह

दिनांक अवाई :

18-1-83

अवाई

केन्द्र सरकार निम्नलिखित विवाद इस न्यायाधिकरण को वास्ते नियुक्त अपनी अधिसूचना सं० एस० 40012/(7)/79-डी० II (बी०) दिनांक 21-5-81 के द्वारा औद्योगिक विवाद अधिनियम 1947 की धारा 10 (1) के अन्तर्गत भेजा है :

“Whether the action of the Sub-Divisional Officer (telephones) Kota Sub-Division, Kota in stopping Shri Mangi Lal Balram, a casual worker, from employment with effect from 1-6-79, without serving any notice, etc. is justified ? If not, to what relief is the workman entitled ?”

श्री एम० एक० बैग प्रार्थी की ओर से तथा श्री आर० के० सिंह मय श्री शर्मा विपक्षी की ओर से उपस्थित हैं ।

प्रार्थी की कोई साक्ष्य उपस्थित नहीं है । श्री बैग प्रार्थी की ओर से तो इन्सुफिशियन्स प्लीड करते हैं । अतः प्रार्थी की साक्ष्य के अभाव में प्रार्थी अपना क्लेम सिद्ध करने में असफल रहा है और ऐसा प्रतीत होता है कि अब प्रार्थी का कोई विवाद शेष नहीं रहता है । अतः प्रार्थी के साक्ष्य के अभाव में इस कस में तो डिस्पूट अवाई पास किया जाता है जो भारत सरकार को वास्ते प्रकाशन प्रस्तुत किया जाए ।

[नं० एल- 40012/(7)/79-डी० II (बी०)]

महेन्द्र धृषण शर्मा, न्यायाधीश

S.O. 1525.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Chandigarh in the industrial dispute between the employers in relation to the management of Bhakra Beas Management Board and their workman, which was received by the Central Government on the 5th April, 1984.

## BEFORE SHRI I. P. VASISHTH, PRESIDING OFFICER : CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL CHANDIGARH

Case No. I.D. 123/81 (N. DELHI) 11/83 CHD

## PARTIES :

Employers in relation to the management of Bhakra Beas  
Management Board Nangal Township-Punjab.

AND

Their Workmen—Gurcharan Singh.

## APPEARANCES :

For the Employers—Shri R. L. Kaith.

For the Workman—Shri Ram Kishan Singh.  
Bhakra Beas Management Board Nangal-Punjab

## AWARD

Dated the 2nd of April, 1984

The Central Govt., Ministry of Labour, in exercise of the powers conferred on them under Section 10(1)(d) of the Industrial Disputes Act, 1947, per their Order No. L-42012-(17)/81-D.II.B, dated the 19th of August 1981 read with S.O. No. S-11025(2)/83 dated the 8th of June 1983 referred the following Industrial dispute to this Tribunal for adjudication :

"Whether the action of the mangement of Bhakra Beas Management Board in not fixing and revising the Pay Scale of Shri Gurcharen Singh and treating him as Painter Grade I with effect from 11-7-1966 instead of 1-1-1977 is justified ? If not, to what relief is the workman entitled?

2. During the course of hearing the parties reported a compromise and filed the 'Deed of Settlement' Ex. C1. Accordingly their statements have been taken down on the Tribunal's records.

3. On hearing the parties and persuing the entire available data I hereby approve the Settlement since its terms and conditions are fair to both of them, and in particular to the Workman whose primary demand of retrospective promotion has been conceded by the Management.

4. Thus, I hereby return a No-dispute Award with a direction to the Management to promote the petitioner-workman to the post of Painter Grade-I in the unrevised pay scale of Rs. 125-175 w.e.f. 11-7-1966; and fix him up in the revised scale of Rs. 120-250 w.e.f. 1-2-1968 and finally revised scale of Rs.400-660 w.e.f. 1-1-78, all the annual increment in the revised pay scales shall be allowed without disturbing his original date of increment. However, in consideration of the aforesaid concession the petitioner-Workman shall forfeit his right of arrears for the period up to 31-12-1979 inclusive Chandigarh;  
Date : 2-4-1984.

I. P. VASISHTH, Presiding Officer.  
[No. L-42012(17)/81-D.II(B)]

S.O. 1526.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Chandigarh in the industrial dispute between the employers in relation to the management of Bhakra Beas Management Board and their workman, which was received by the Central Government on the 5th April, 1984.

BEFORE SHRI I. P. VASISHTH, PRESIDING OFFICER  
CENTRAL GOVT., INDUSTRIAL TRIBUNAL,  
CHANDIGARH

Case No. I.D. 26/81 (N. DELHI) 101/83 CHD

## PARTIES :

Employers in relation to the management of Bhakra Beas Management, Board Nangal Township-Punjab.

## AND

Their Workman : Bhim Sain.

## APPEARANCES :

For the Employers—Shri R. L. Kaith.

For the Workman—Shri R. K. Singh

Bhakra Beas Management Board STATE—Punjab.

## AWARD

Dated, the 2nd of April, 1984

The Central Govt., Ministry of Labour in exercise of the powers conferred on them under Section 10(1)(d) of the Industrial Disputes Act 1947, per their Order No. L-42012-(57)/80-D.II.B dated the 21st February 1981, read with

S.O. No. S-11025(2)/83 dated the 8th June of 1983 referred the following Industrial dispute to this Tribunal for adjudication :—

"Whether the action of the mangement of Bhakra Beas Management Board, Nangal, in not promoting Shri Bhim Sain, Chargeman Grade-II (Lubrication) with effect from 1-10-1979 alongwith Shri Urmit Singh, Chargeman Grade-II is justified? If not, to what relief is Shri Bhim Sain, entitled ?"

2. During the course of hearing the parties reported a compromise and filed the 'Deed of Settlement' Ex. C1. Accordingly their statements have been taken down on the Tribunal's records.

3. On hearing the parties and persuing the entire available data I hereby approve the Settlement since its terms and conditions are fair to both of them, and in particular to the Workman whose primary demand of retrospective promotion has been conceded by the Management.

4. Thus, I hereby return a No-dispute Award with a direction to the Management to promote the petitioner-workman to the post of Chargement Special Grade-1 (Lubrication) w.e.f. 1-10-79 in the scale of Rs. 510-940 and allow him the usual annual increments, However, in consideration of the aforesaid concession the petitioner Workman shall forfeit his right of arrears for the period up to 31-2-1980 inclusive.

Chandigarh.

Date : 2-4-1984.

I. P. VASISHTH, Presiding Officer.  
[No. L-42012/57/80-D.II(B)]

S.O. 1527.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947) the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, New Delhi in the industrial dispute between employers in relation to the management of the Canteen Stores Department (India) Bombay and their workman, which was received by the Central Government on the 5th April, 1984.

BEFORE SHRI O. P. SINGLA, PRESIDING OFFICER,  
CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,  
NEW DELHI

I.D. No. 49 of 1979

In the matter of dispute between :—

Shri Madan Gopal Sharma, S/o Ramesh Chander Sharma, r/o 13/61, Subhash Nagar, New Delhi-27.

## AND

U.O.I, M/s. Canteen Stores Department (I), Board of Control Canteen Services, Quarter Master General Branch, Army Head Quarters, Bombay-2.

The Ministry of Defence, New Delhi-1.

## APPEARANCES :

Shri Narinder Chaudhary for U.O.I.  
Workman in person.

## AWARD

The Central Government, Ministry of Labour, vide Order No. L. 14012(3)/78-D.II(B) dated 28th/30th August, 1979 made reference of the following dispute to this Tribunal for adjudication:—

"Whether the action of the Management of the Canteen Stores Department (India), Bombay in striking off the name of Shri Madan Gopal Sharma, Assistant Operator in the Defence Services Cinema, from the rolls with effect from 13-12-1974 and thus



terminating his services without complying with the provisions of section 25F of the Industrial Disputes Act, 1947, is legal and justified? If not to what relief is the said workman entitled?"

2. Madan Gopal Sharma, workman was employed on 23-6-65 as casual worker at Defence Services Cinema, Anand Parvat, Delhi on daily wage basis and later became Assistant Operator w.e.f. 1-3-68. He had liability for service anywhere in India.

3. He was transferred to Defence Services Cinema, Jam Nagar in September, 1973 but actually joined there only on 22-11-73 and served there for a period of 9 days, and again applied for leave. He reported for duty at Jam Nagar on 12-8-74.

4. The management regularised the period of his absence at Jam Nagar till 12-8-74. He again obtained leave from the management for the period 13-11-74 to 12-12-74 but continued to apply for leave for even thereafter and did not join duty at Jam Nagar. While being at Delhi during this period he sought transfer to Delhi which was not accepted by the management. He asked that he may be accommodated in the appointment held by Bhagwan Dass who was on medical leave but the management did not think it practical. Under these circumstances, the management terminated his services w.e.f. 13-12-74, by striking off his name from the rolls. His case is that he was entitled to the benefit of section 25F of Industrial Disputes Act, 1947 under which his service could not be terminated without giving him notice and retrenchment compensation for his period of service. It was said to be not the Management Case that he had been removed as a result of disciplinary action taken.

5. The management contested the claim and pleaded that the Central Government Industrial Tribunal had no jurisdiction because the workman was subject to the provisions of Shops and Establishments Act of the State of Gujarat where he served when his services were terminated and that the Central Government could not make the present reference. On facts it was pleaded that it was a case of the workman who remained absent from duty for a long period without sanctioned leave and there was no question of giving any retrenchment compensation when Industrial Disputes Act, 1947 do not apply him.

6. The workman gave his own statement and has been cross-examined. The management filed the affidavit of Shri B. R. Sarin, Regional Manager, Canteen Stores Department, New Delhi and the workman cross-examined Mr. Sarin.

7. I have perused the detailed written arguments filed by the parties.

8. The preliminary objection to the jurisdiction of the Tribunal has no sustance because the Industrial Disputes Act, 1947 applies to all 'Industries' and the word 'Industry' has been defined in section 2(j) of the Industrial Disputes Act and it includes all systematic activity with the co-operation of Management and labour for the production of goods or service for the community. Only Sovereign function of the state were excluded from that category and running a Cinema is not a sovereign function of the State.

9. The subject of Industrial relations is in the concurrent list and the Industrial Disputes Act, 1947, cover that field. If any State act is consistent with Industrial Disputes Act, 1947 it would also apply but the operation of Industrial Disputes Act, 1947 can be excluded only by and inconsistently State Act which has received sanction of the President of India. The management has failed to show any such statute of the State Government which can bar the applicability of Industrial Disputes Act, 1947. The objection raised by the management for U.O.I. is not only unsound but also improper.

10. On facts it is clear that it was a case of termination of service by management without any enquiry or charge-sheet. In their letter dated 27-6-75 it is mentioned that unauthorised absence is misconduct under the rules and that

his services were liable to be terminated. While earlier in the same letter it was mentioned that "from unauthorised absence it was presumed that he left the service on his own accord".

11. It appears that the termination of service by the management was on account of Madan Gopal Sharma's alleged unauthorised absence and was a case of action taken against him and every termination of service is included within the ambit of section 25F Industrial Disputes Act by way of retrenchment and the present action does not fall within one of the excepted categories. It is held that the workman has been wrongly denied the benefit of section 25F of Industrial Disputes Act, 1947 to which he was entitled and termination of service is void ab-initio.

12. However, the relief given to him has to be limited because the Defence Services Cinema when he was employed was closed w.e.f. 30-9-75 and it is ordered that he shall be continued to be in service upto that date i.e. 30-9-75 and will be entitled to compensation and other terminal benefits including back wages on that basis. He shall also be paid Rs. 200/- as costs of this reference by the Union of India and award is made accordingly.

Further ordered that the requisite number of copies of this award be forwarded to the Central Government for necessary action at their end.

Dated, March 31, 1984.

O. P. SINGLA, Presiding Officer

[No. 1-14012(3)/78-D.II(B)]

S.O. 1528.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Chandigarh in the industrial dispute between the employers in relation to the management of P&T Department and their workman; which was received by the Central Government on the 30th March, 1984.

BEFORE SHRI I. P. VASISHTH PRESIDING  
OFFICER, CENTRAL GOVERNMENT INDUSTRIAL

TRIBUNAL, CHANDIGARH

Case No. I.D. 44/83 CHD 73/81 (Delhi)

PARTIES :

Employers in relation to the management of Post Master  
General, Post and Telegraph, Ambala, Haryana

AND

Their Workman, Som Raj.

APPEARANCES :

For the Employers—Sarvashri Ashok Aggarwal and  
M. R. Sachdeva.

For the Workman—None.

Post & Telegraph Dept.

STATE : Haryana.

AWARD

The Central Government, Ministry of Labour, in exercise of the powers conferred on them under Section 10(1)(d) of the Industrial Disputes Act, 1947, vide their Order No. L-40012(1)/80-D.II.B, dated the 18th of June, 1981 read with S.O. No. S-11025(2)/83 dated the 8th of June, 1983 referred the following Industrial Dispute to this Tribunal for adjudication :

"Whether the action of Post Master General, Ambala and Senior Superintendent of Post Offices, Gurdaspur Division, Gurdaspur in retrenching Som Raj, Safai Sewak at Pathankot with effect from 1-12-78 and not continuing him in employment thereafter in violation of Sections 25F and 25H of the Industrial Disputes Act is justified? If not to what relief the workman is entitled?"

2. According to the petitioner/workman the respondent/management had a regular sweeper with the name of Gulzar who proceeded on leave w.e.f. 28-3-75 due to ill health and thus he was appointed as a substitute Sweeper in his place.

It was further pleaded that Gulzar remained on leave till he died on 28-3-1978 and the petitioner continued performing his duties on daily-rates, basis, netting about Rs. 275 p.m. It was complained that on 2-12-1978 the respondent/management abruptly terminated his services without assigning any reason and inducted a raw hand without giving him an opportunity or re-employment. He, thus accused the management of having violated the mandatory provisions of Section 25-F and 25-H in dispensing with his services without any opportunity of re-employment. As a necessary corollary it was pleaded that the management neither paid him any retrenchment compensation nor cared to give him one month's notice or pay in lieu thereof in spite of the fact that he had completed 240 days service during the preceding 12 months.

3. Forced by the circumstances, enumerated as above, the workman raised an Industrial dispute which could not be settled in the conciliation proceedings despite the intervention of the A.L.C. (C) and hence the reference.

4. Resisting the proceedings on all counts, the management propounded that the services of the petitioner/workman were hired by them on casual and irregular basis otherwise he was never appointed as a whole-timer and as such, he had no right to seek protection under the Act; moreover, he had not completed 240 days service and had no entitlement to any compensation, notice or pay in lieu thereof, similarly he could not stake any claim on re-employment by virtue of Section 25-H of the Act.

5. The respondent/management also took up a preliminary objection with the averment that since they were performing a sovereign and regal function of the State, therefore, they did not fall within the mischief on an "Industry" so as to be covered by the Act and hence the "lis" was beyond the jurisdiction of the Tribunal.

The parties were put to trial on the following issue framed over and above the terms of reference.

(i) Whether the P&T Department performs a sovereign duty and, as such, the instant reference is incompetent? OPR

6. When the petitioner/workman was called upon to adduce evidence in support of his version he not only opted against the proposition but also abstained from the proceedings without informing the Tribunal. He was, therefore, proceeded ex-parte under order dated 3-12-1983. On the other hand, the management submitted the affidavit of their Complaints' Inspector Shri R.N. Khullar which was more or less in line with the averments raised in the written statement. Besides it they also filed a certified copy of the Punjab and Haryana High Court judgement dated 22-7-1983 in CWP No. 7897 of 1976.

7. On a careful consideration of the entire available material and hearing the management I feel inclined to sustain their preliminary objection that the P&T Department is not an Industry so as to be covered by the Act in the matter of any dispute with its employees. As a necessary corollary it follows that their employees do not come within the ambit of Workman as defined by Section 2(S) of the Act. The obvious result would, therefore, be the ouster of the Tribunal's jurisdiction and incompetence of the reference.

8. For my views I draw support from the dictum in the above referred CWP 7897 of 1976 decided by the Punjab and Haryana High Court on 22-7-1983. In that case his Lordship was directly concerned with the issue of branding the P&T department as an Industry on account of a service dispute with one of their employee. Placing reliance on the F.B. authority of State of Punjab Vs Shri Kuldeep Singh 1983 Lab. I.C. 83 his Lordship concluded that the dominant purpose and activity of the P&T department was to carry out a sovereign and regal function of the State and, as such, neither it could be considered as an Industry nor its

employees as Workman despite the fact that one of its ancillary activity related to the receipt of deposits under various Saving-schemes and maintenance of accounts.

Accordingly on sustaining the Management's preliminary objection and holding the Reference as incompetent, I return my Award against the Workman.

Chandigarh.

Dated the 24th of February, 1984

I. P. VASISHTH, Presiding Officer  
[No. L-40012/1/80-D.II(B)]

S.O. 1529.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Jaipur in the industrial dispute between the employers in relation to the management of Western Railway, Jaipur and their workmen, which was received by the Central Government on the 4th April, 1984.

केन्द्रीय औद्योगिक न्यायाधिकरण, जयपुर

केस नं० सी० आई० टी० -7/80

केन्द्र सरकार श्रम मंत्रालय की अधिसूचना सं० एल० 41011/10/79-डी० II बी दिनांक 9-12-80

डिविजनल सैक्रेटरी, पश्चिम रेलवे कर्मचारी परिषद, जयपुर।

—यूनियन

बनाम

1. डिविजनल रेलवे मैनेजर, पश्चिम रेलवे जयपुर।

3. डिविजनल पर्सनल ऑफिसर, पश्चिम रेलवे, जयपुर।

—नियोजकगण

उपस्थिति

यूनियन की ओर से :

श्री आर० सी० नारंग

नियोजकगण की ओर से :

श्री आर० एम० गोषनीवाल

दिनांक अवाई :

12-5-83

अवाई

केन्द्र सरकार ने निम्नलिखित विवाद इस न्यायाधिकरण को वास्ते निपटारा अपनी अधिसूचना सं० एल-41011/10/79-डी० II बी दिनांक 9-12-80 के द्वारा औद्योगिक विवाद अधिनियम 1947 की धारा 10(1) के अंतर्गत भेजा है :

"Whether the Divisional Superintendent, Western Railway Jaipur was justified in (i) not promoting Shri Puran Prakash to the Post of Head Clerk with effect from 1-7-1976, the date on which his junior Shri Goverdhan Prasad Gupta, was promoted; and (ii) in reverting Shri Puran Prakash with effect from 29-4-1978 after promoting him with effect from 11-1-1978. If not, to what relief is the employee entitled.?"

"Whether the action of the Divisional Personal Officer, Western Railway, Jaipur, is justified in terminating the services of Shri Nawab S/o Shri Pyara, Beldar in the establishment of I.O.W. Achnera, with effect from 21-4-1978 on the ground that he was found unsuitable by the Screening Committee although he had put in nearly 20 years' service in the establishment of I.O.W. Achnera. If not, to what relief is the workman entitled.?"

2. केन्द्र शासन द्वारा यह विवाद इस न्यायाधिकरण को अधिनिर्णयार्थ प्रेषित किया गया है। यह विवाद दो कर्मचारियों से संबंधित है। जहां तक पूरन प्रकाश श्रमिक का प्रश्न है, जिन शब्दों में विवाद निर्णयार्थ प्रेषित किया गया है उसका तात्पर्य यह है कि क्या डिविजनल सुपरिटेन्डेंट, वेस्टर्न रेलवे, जयपुर द्वारा श्री पूरन प्रकाश को दिनांक 3-7-76 से जिस तारीख से कि जूनियर श्री गोवरधन प्रसाद गुप्ता को पदोन्नत किया गया है क्लर्क के पद पर पदोन्नत न करना उचित है एवं क्या श्री पूरन प्रकाश को दिनांक 29-4-78 से पदावनत किया जाना उचित है जबकि उन्हें दिनांक 11-1-78 से हैडक्लर्क के पद पर पदोन्नत कर दिया गया था।

दूसरा श्रमिक श्री नबाब है। उसमें संबंधित विवाद यह है कि क्या अविजनल पर्सनल आफिसर वेस्टर्न रेलवे, जयपुर द्वारा इस आधार पर कि स्क्रिनिंग कमेटी द्वारा बेलदार के पद पर योग्य नहीं पाया गया, सेवा समाप्ति दिनांक 21-4-78 में करना उचित है।

3. दोनों ही श्रमिकगण की ओर से यूनियन ने स्टेटमेंट आफ क्लेम प्रस्तुत किया है। पहले हम श्री पूरन प्रकाश से संबंधित मामले को लेते। इसमें कोई विवाद नहीं कि श्री गोरधन प्रसाद श्री पूरन प्रकाश से कनिष्ठ बरिष्ठ लिपिक थे एवं दिनांक 1-7-76 से उन्हें हेडक्लर्क के पद पर पदोन्नत कर दिया गया जबकि श्री पूरन प्रकाश को पदोन्नत नहीं किया गया। हमारे द्वारा श्री गोरधन प्रसाद गुप्ता को हेडक्लर्क के पद पर पदोन्नति संबंधित पत्रावली मंगाई गई थी, जिसका कि आज अवलोकन भी कर लिया गया है। श्री नारंग को पूरन प्रकाश का प्रतिनिधित्व कर रहे हैं, का कहना है कि पूरन प्रकाश को केवल इस कारण पदोन्नत नहीं किया गया कि उनका वार्षिक गोपनीय प्रतिवेदन दिनांक 1-4-75 से 31-3-76 में कुछ खिपरीत प्रविष्टियां अंकित की गई थी। उनके अनुसार डी० पी० ओ०, जयपुर ने उनके आदेश दिनांक 1-7-76 द्वारा श्री गोरधन प्रसाद गुप्ता को हेडक्लर्क के पद पर पदोन्नत किया और उस दिन तक प्रतिकूल प्रविष्टियों, गोपनीय प्रतिवेदन, जिनका वर्णन हाल ही में ऊपर किया गया है, श्री पूरन प्रकाश को नहीं दी गई थी। उनके अनुसार अतः उन प्रतिकूल प्रविष्टियों को सक्षम अधिकारी पदोन्नति के मामले पर विचार करते समय देख ही नहीं सकते थे एवं प्रतिकूल प्रविष्टियां संबंधित कर्मचारियों को बिना भेजे गए अस्तिम्व में नहीं आती। रेलवे की ओर से यह कहा जाता है कि केवल उक्त वार्षिक गोपनीय प्रतिवेदन के आधार पर ही श्री पूरन प्रकाश को पदोन्नत नहीं किया गया। यह भी कहा गया है कि उक्त गोपनीय प्रतिवेदन दिनांक 3-7-76 को भी पूरन प्रकाश को मिल गया इस कारण यह नहीं कहा जा सकता कि गोपनीय प्रतिवेदन जिसमें प्रतिकूल प्रविष्टियां पूरन प्रकाश से संबंधित थी, पूरन प्रकाश को नहीं दी गई। रेलवे का यह भी कहना है कि श्री पूरन प्रकाश से दो बरिष्ठ लिपिक और थे, जिनको भी पदोन्नत न किया जाकर गोरधन प्रसाद गुप्ता को पदोन्नत किया गया था अतः इन परिस्थितियों में पूरन प्रकाश कोई आपत्ति नहीं उठा सकते।

4. हमने वार्षिक गोपनीय प्रतिवेदन जो दिनांक 1-4-75 से दिनांक 31-3-76 की कालावधि का है, का अवलोकन किया। प्रतिकूल प्रविष्टियों, जो इसमें अंकित हैं वह श्री पूरन प्रकाश को दिनांक 1-7-76 तक नहीं दी गई थी हेडक्लर्क के पद पर पदोन्नति की प्रक्रिया दिनांक 21-7-76 को प्रारम्भ हुई। श्री पूरन प्रकाश के भी मामले पर विचार किया परन्तु उन्हें पदोन्नत न किया जाकर उनसे कनिष्ठ लिपिक गोरधन प्रसाद गुप्ता को हेडक्लर्क के पद पर नियुक्त करने का निर्णय लिया गया। यह निर्णय दिनांक 26/6 अर्थात् अथवा 28-6-76 का प्रतीत होता है। इसमें कोई विवाद नहीं कि वार्षिक प्रतिवेदन जिसका उल्लेख ऊपर किया गया है एवं जिसमें श्री पूरन प्रकाश के विरुद्ध प्रविष्टियां बताई जाती हैं, श्री पूरन प्रकाश को तब तक नहीं दी गई। उच्चतम न्यायालय ने गुरुदास प्रिजीवाल मामले में ए० आई० आर० 1979 (एस० सी०) पेन 1622 में पैरा 17 में यह मत व्यक्त किया है कि विधि का यह सिद्धांत सर्वमान्य है कि नैसर्गिक न्याय के सिद्धांत के अंतर्गत वार्षिक गोपनीय प्रतिवेदन की प्रतिकूल प्रविष्टियों पर कोई कार्यवाही नहीं की जा सकती एवं उस आधार पर पदोन्नति के अधिकार से किसी व्यक्ति को वंचित नहीं किया जा सकता जब तक कि उस गोपनीय प्रतिवेदन में अंकित प्रतिकूल प्रविष्टियों के संबंधित कर्मचारी को सूचित न कर दिया गया हो एवं संबंधित कर्मचारी को उसका स्पष्टीकरण प्रस्तुत करने का अवसर प्रदान न किया गया हो। वेस्टर्न रेलवे द्वारा वार्षिक गोपनीय प्रतिवेदनों से संबंधित कुछ आदेश जारी किए गए। एक आदेश दिनांक 11 नवम्बर, 1971 का है, जो नम्बर डी० पी० 46/2 है, उसमें भी यह अंकित किया गया है कि किसी अराज-पत्रित रेलवे कर्मचारी के संबंध में यदि प्रतिकूल प्रविष्टियां वार्षिक गोपनीय

प्रतिवेदन में अंकित की जाती हैं तो वह संबंधित कर्मचारी को सूचित की जानी चाहिए। कर्मचारी से उनके संबंध में एक सप्ताह में अपना प्रतिवेदन प्रस्तुत करने के लिए कहना चाहिए एवं उसे सूचित करना चाहिए कि यदि कोई प्रतिवेदन प्रस्तुत नहीं किया गया तो यह माना जाएगा कि वह उसके वार्षिक प्रतिवेदन में अंकित प्रविष्टियों को स्वीकार करता है। यदि वह कोई प्रतिवेदन प्रस्तुत करता है तो वह प्रतिवेदन वार्षिक गोपनीय प्रतिवेदन उच्च अधिकारी के पास भेजा जाएगा। एवं उसके द्वारा वार्षिक प्रतिवेदन स्वीकार करने पर अंतिम होगा। इससे भी स्पष्ट है कि न केवल वार्षिक गोपनीय प्रतिवेदन की प्रतिकूल प्रविष्टियों की सूचना संबंधित कर्मचारी को दी जानी चाहिए बल्कि यदि उनके द्वारा कोई स्पष्टीकरण दिया जाता है तो उस पर भी विचार किया जाना चाहिए, बिना ऐसे किए वार्षिक गोपनीय प्रतिवेदन की प्रविष्टियां अंतिम नहीं होती। अतः उक्त कालावधि के वार्षिक गोपनीय प्रतिवेदन की प्रतिकूल प्रविष्टियां दिनांक 1-4-76 को जबकि श्री पूरन प्रकाश से कनिष्ठ कर्मचारी को हेडक्लर्क के पद पर पदोन्नत किया गया, श्री पूरन प्रकाश को उन्हें सूचित नहीं करने के कारण अस्तिम्व में नहीं मानी जा सकती। एवं उन पर सक्षम अधिकारी विचार ही नहीं कर सकते थे। रेलवे की ओर से मीर गुलाब हमर एवं अन्य एन केन्द्र शासन 1974 (4) एम० सी० सी० पृष्ठ 4 का सहारा लिया गया है। उस मामले के तथ्य भिन्न थे। उसमें यह सिद्धांत प्रतिपादित किया गया कि केवल इसी कारण कि वार्षिक गोपनीय प्रतिवेदन में कोई प्रतिकूल प्रविष्टियां नहीं हैं कर्मचारी पदोन्नति के योग्य नहीं माना जा सकता अतः हमारे विचार से दिनांक 1-7-76 से श्री पूरन प्रकाश को पदोन्नत न करना उचित एवं वैध नहीं है। अब सक्षम अधिकारी उसके मामले पर पुनः गौर करेंगे।

5. पूरन प्रकाश से संबंधित दूसरा विवाद उसको दिनांक 29-4-78 से पदावनत करने से संबंधित है। श्री पूरन प्रकाश को दिनांक 11-1-78 को हेडक्लर्क के पद पर पदोन्नत किया गया था एवं दिनांक 29-4-78 को उन्हें पदावनत उनके मूल पद बरिष्ठ पद पदावनत कर दिया गया था। हमने पत्रावली का अवलोकन किया जो कि रेलवे की ओर से हमें उपलब्ध कराई गई है। उसके अवलोकन से स्पष्ट होता है कि दिनांक 26-12-77 को श्री पूरन प्रकाश एवं उनसे दो बरिष्ठ लिपिक एवं एक कनिष्ठ लिपिक के मामलों पर विचार किया गया एवं उनसे बरिष्ठ लिपिकों को योग्य न पाया जाकर उन्हें योग्य पाया जाकर उन्हें पदोन्नत कर दिया गया। उन्हें तद रूप में पदोन्नत किया गया था। उनके कार्यों में उन्हें दो वारिग दी गई एवं दिनांक 29-4-78 से उन्हें पदावनत कर दिया गया। तब यह रूप से किसी को पदोन्नती दी जाती है तो उस पद पर उसका कोई अधिकार नहीं हो जाता अतः यदि उसका कार्य संतोषप्रद नहीं था तो यदि उसे पदावनत कर दिया गया तो उसे अनुचित नहीं कहा जा सकता। अतः हमारे विचार से श्री पूरन प्रकाश को दिनांक 29-4-78 से पदावनत करना अनुचित प्रतीत नहीं होता।

6. अब हम श्री नबाब से संबंधित मामले को लेते। श्री नबाब का पद बेलदार का था एवं वह इंस्पेक्टर ऑफ वर्क्स, ब्रछनेरा के अधीन कार्य करता था। प्रथम नियुक्ति उसकी दिनांक 20-2-57 को की जाती है जबकि रेलवे के अनुसार उसकी नियुक्ति 24-6-57 से बताई जाती है। ऐसा प्रतीत होता है कि उसकी नियुक्ति सन् 67 से पूर्व ही की जा चुकी थी परन्तु उसे निश्चित समय के लिए नियुक्त किया गया था एवं उसकी सेवा अवधि लगातार नहीं थी। श्रमिक की ओर से प्रदर्शन ए-1, ए-2, प्रस्तुत किये गये जिनके अवलोकन से भी यह विदित होता है कि दिनांक 21-6-65 के आदेश द्वारा श्री नबाब प्यारे की नियुक्ति निश्चित अवधि के लिए बेलदार के पद पर दिनांक 21-6-65 से 20-9-65 तक एवं इसके बाद भी की गई थी। इसके अतिरिक्त रेलवे ने अपने उत्तर में यह अंकित किया है कि श्री नबाब प्यारे को आकस्मिक मजबूर दिनांक 24-6-57 को इंस्पेक्टर ऑफ वर्क्स ब्रछनेरा के अधीन लगाया था कि 20-2-57 को जैसा कि नबाब का कहना है। रेलवे के

अनुसार स्क्रिनिंग कमेटी द्वारा दिनांक 24-7-70 को श्री नवाब प्यारे की जांच की गई एवं बेनदारों की खलासी के पद के लिए अयोग्य पाया गया। रेनवे के अनुसार स्क्रिनिंग कमेटी की सिफारिश के अनुसार दिनांक 21-4-76 से उनकी सेवाएँ समाप्त कर दी गई एवं उसको छंटनी मुआवजा एवं वेतन दे दिया गया। श्रमिक के अनुसार सन् 1972 में भी स्क्रिनिंग करना कहा जाता है परन्तु यह सिद्ध नहीं है कि सन् 72 में भी श्रमिक का कोई स्क्रिनिंग हुआ। स्क्रिनिंग का प्रश्न तभी उठता है जब कोई स्थाई पद रिक्त होता है। 1973 में वो पद बेनदार के रिक्त हुए थे जो इंस्पेक्टर ऑफ वक्सी, अछनेरा के अधीन थे। एवं सब इन पदों के लिए केजुप्रस लेबर की स्क्रिनिंग का प्रश्न उठा। स्क्रिनिंग कमेटी ने ए. पी. ओ. जयपुर एवं सहायक अभियंता, बोदीकुई थे। ए. पी. ओ. बोदीकुई का पद तब तो खाली था और तब भी परन्तु स्क्रिनिंग बोदीकुई में हुई इसलिए ए. पी. ओ. जयपुर ने ए. पी. ओ. बोदीकुई के हस्ताक्षर किये। कन्व के अनुसार एक पर्यन्त ऑफिसर एवं एक डिपार्टमेंट ऑफिसर कमेटी में होते हैं। श्री नारंग का कहना है कि स्क्रिनिंग ही नियुक्ति है एवं उसमें तीन अधिकारी होते हैं और हम संबंध में उन्होंने कूल इन्स्यू धार ई एम 1039 की का हवाला दिया है, परन्तु हमारे विचार से स्क्रिनिंग से मतलब सलेक्शन नहीं है एवं केवल ऐसे व्यक्तियों का स्क्रिनिंग किया जाता है जो कि केवल केजुप्रस लेबर का कार्य करते हैं। उनकी स्पेसिफिकेशन आती जाती है। हममें कोई विवाद नहीं कि स्क्रिनिंग कमेटी ने श्री नवाब को बेनदार के पद के लिए अयोग्य पाया। श्री नारंग का कहना है कि केवल एक चिकित्सा अधिकारी ही, जो कि उनके अनुसार स्क्रिनिंग कमेटी का सदस्य होना चाहिए था, जांच के बाद यह कह सकते थे कि नवाब प्यारे शारीरिक रूप से स्वस्थ नहीं है। स्क्रिनिंग कमेटी ने शारीरिक स्वास्थ्य के लिए अफिरिफिकेट किया है कि नवाब का स्वास्थ्य अच्छा नहीं था वह खराब था एवं अपटीटयूट के लिए भी खराब बताया है। और इन दोनों कारणों से उसे अयोग्य घोषित किया। श्री नारंग के अनुसार स्क्रिनिंग कमेटी के लिए ऐसा बताने के कारण अफिरिफिकेट करने चाहिए थे परन्तु उनका यह कहना नहीं कि स्क्रिनिंग कमेटी के सदस्य श्री नवाब प्यारे से वैयक्तिक रखते थे। और तब ही इस संबंध में कोई तथ्य अथवा अभिकथन स्टेटमेंट ऑफ बलेम में अंकित नहीं किये गये हैं यह दुर्भाग्य प्रसंग है कि एक व्यक्ति जो लगभग 20 वर्ष से जो पहले भी समय समय पर बेनदार का कार्य करता था और ऐसा कार्य उसने हालांकि लगातार नहीं किया परन्तु 20 वर्ष तक किया वह रिक्त पद होने पर स्क्रिनिंग कमेटी द्वारा अयोग्य घोषित कर दिया गया परन्तु ऐसे कोई कारण नहीं है कि स्क्रिनिंग कमेटी की रिपोर्ट को हम न मानें। स्क्रिनिंग कमेटी की रिपोर्ट जिसमें श्री नवाब प्यारे को अयोग्य घोषित किया गया इंस्पेक्टर ऑफ वक्सी, अछनेरा को भी काफी बाद में मिली जबकि वह नोटीफाईड की गई उसने पूर्व बेनदार को पद रिक्त होने पर सम्भावना पूर्वक बिना यह जाने कि उस पद के लिए श्री नवाब प्यारे अयोग्य घोषित हो चुका है, उन्हें बेनदार का काम दुबारा दे दिया गया अतः इस कारण यह नहीं कहा जा सकता कि कोई अनुचित कदम श्री नवाब प्यारे के संबंध में उठाया गया है।

7. श्री नवाब प्यारे की सेवा में पुनः दिनांक 29-11-76 को लिया गया एवं दिनांक 20-4-78 को उनकी सेवाएँ समाप्त कर दी गई इस प्रकार उनकी सेवा अवधि कुल एक वर्ष 143 दिन हुई इसमें कोई विवाद नहीं कि उन्हें एक माह का नोटिस दिया गया परन्तु श्री नारंग के अनुसार केवल 15 दिन का उन्हें छंटनी मुआवजा दिया गया। उनके अनुसार छंटनी मुआवजा 22-1/2 दिन का देना चाहिए था एवं उनके अनिश्चित प्रेष्युटी भी देनी चाहिए थी। धारा 25 एक अधिनियम में प्रेष्युटी किये जाने का कोई प्रावधान नहीं है।

8. हम ऊपर कह चुके हैं कि श्री नारंग का यह कहना है कि सेवा अवधि एक वर्ष 143 दिन थी और इस कारण धारा 25 एक में कम्पन-गेशन 22-1/2 दिन का होना चाहिए था। इसमें विवाद नहीं कि छंटनी

मुआवजा धारा 25 एक अधिनियम के अंतर्गत केवल 15 दिन की वेतन का दिया गया। धारा 25 एक अधिनियम में छंटनी के आदेश के समय एक वर्ष की लगातार नौकरी के लिए 15 दिन का वेतन मुआवजे के रूप में देने का प्रावधान है। किम छः माह से अधिक समय के लिए भी उसी हिसाब से मुआवजा देने का प्रावधान है। धारा 25 (ख) अधिनियम में निरन्तर सेवा की परिभाषा दी गई है एवं यदि कोई कर्मकार 120 दिन से अत्युक्त कार्य करता है तो यह माना जायेगा कि वह छः मास की अवधि के लिए सेवा में रहा है। निरन्तर सेवा की परिभाषा अध्याय 5(क) के प्रयोजनों के लिए दी गई है। इसमें कोई विवाद नहीं कि हालांकि नवाब छंटनी से पूर्व एक वर्ष की अवधि से सेवा में था परन्तु प्रश्न यह है कि क्या यह कहा जा सकता है कि वह छः माह से अधिक भाग के लिए सेवा में रहा था और इस कारण उसे 15 दिन का और छंटनी मुआवजा दिया जाना चाहिए था। श्री नारंग के अनुसार क्योंकि एक वर्ष से 143 दिन सेवा नवाब ने की और क्योंकि धारा 25 (ख) (2) के अंतर्गत 120 दिन के अत्युक्त कार्य को छः माह की अवधि के लिए कार्य माना गया है इसलिए 143 दिन को छः माह से अधिक सेवा का माना जाना चाहिए एवं उस अवधि के लिए कर्मकार श्री नवाब को छंटनी मुआवजा दिया जाना चाहिए था, जो की नहीं दिया गया है और इस कारण धारा 25 एक अधिनियम का स्पष्ट उल्लंघन है।

9. इसमें कोई विवाद नहीं कि एक वर्ष की सेवा के अनतिरिक्त और छः मास की सेवा नवाब की नहीं थी। अतः धारा 25 (1) अधिनियम के अंतर्गत तो यह नहीं कहा जा सकता कि नवाब एक वर्ष के पूर्वान्त भी छः माह तक निरन्तर सेवा में रहा हो। परन्तु ऐसे मामले में धारा 25 (2) अधिनियम लागू होगा। एवं सेवा मुक्ति की तारीख से पूर्व छः मास की कालावधि के दौरान जिसके संबंध में गणना की जाती है कर्मकार नियोजक के अधीन वास्तव में 120 दिन से अत्युक्त कार्य करता है तो यह माना जायेगा कि उसने छः मास की अवधि के लिए कार्य किया। यदि श्री नारंग के तर्कों को मान लिया जाना है तो उसका तात्पर्य यह होगा कि चाहे सेवा अवधि छः मास कार्य न हुआ तो यदि वह 120 दिन है तो छः मास माना जायेगी एवं यदि वह 120 दिन से अधिक है तो छः मास से अधिक की मानी जायेगी। श्री नारंग ने मंडल रेलवे प्रबंधक कार्यालय जयपुर का एक सरक्यूलर दिनांक 10-2-80 का हवाला दिया है जो निम्न प्रकार है: "उपरोक्त सूचना के अनतिरिक्त ये भी आदेश दिये जाते हैं कि भविष्य में कोई भी व्यक्ति जो लिटरेसी में (एक जानम अनतिरिक्त देने पर भी) फेल हो गया हो, मेडिकल परीक्षा में असफल हो गया हो तथा जिनकी छः वर्ष की नौकरी न हो अथवा स्त्रीनिंग में असफल हो गया हो तो ऐसे एजेंसी में से जो टेम्परेरी स्टेटस प्राप्त एजेंसी, जो कि ए. बी. ए. से जो कि आई. डी. ए. प्रोटेक्ट नहीं है, 15 दिन को नोटिस या वेतन देकर निकाला जावे। और जो आई. डी. ए. प्रोटेक्ट है उनको कम्पेन्सेशन। अतः 15 दिन का वेतन प्रति 240 दिन के वर्ष के अनुसार सभी वर्षों के लिए तथा 120 दिन छः माह के अंतर के लिए उस दिन तक जब निकाला जा रहा है तथा एक माह का नोटिस या एक माह का वेतन भुगतान कर नियुक्ति मंडल अधिकारी की सक्षमता में उसकी सेवाएँ तुरन्त समाप्त की जायें।" हालांकि यह सरक्यूलर दिनांक 10-2-80 का है और नवाब की सेवाएँ इससे पूर्व ही समाप्त की जा चुकी थी परन्तु इस सरक्यूलर से रेलवे बोर्ड की सभा स्पष्ट होती है। धारा 25 (ख) में निरन्तर सेवा की परिभाषा दी गई है एवं यदि कर्मकार ने ऐसा शारीरिक के पूर्व छः कनेक्शन मासों की कालावधि के दौरान में जिसके संबंध में गणना की जाती है नियोजक के अधीन वास्तव में 120 दिन अत्युक्त कार्य किया है तो यह माना जायेगा कि वह छः मास की अवधि के लिए निरन्तर सेवा में रहा है। जैसाकि ऊपर कहा जा चुका है कि यह परिभाषा मारे अध्याय 5(क) के लिए दी गई है इसलिए यदि कोई श्रमिक 120 दिन से अधिक कार्य पर रहा है तो यह माना

जावेगा कि वह छः मास से अधिक कार्य पर रहा है। नबाब की नियुक्ति सन् 57 में की गई थी हालांकि कब से वह नौकरी पर था, नबाब को केवल 15 दिन का वेतन दिया गया है जिसका उधार कहा जा चुका है छंटनी सम्भावना उसे एक वर्ष के लिए 15 दिन का वेतन एवं छः मास से अधिक सेवा के लिए 15 दिन का वेतन अर्थात् कुल 30 दिन का वेतन उसको छंटनी सुभावजे के रूप में दिया जाना चाहिए था जो नहीं दिया गया है और इस कारण से छंटनी का आदेश विधोक्त नहीं कहा जा सकता एवं वह आदेश अस्तित्व में नहीं है।

10. अतः हम यह घोषित करते हैं कि डिबीजन, सुपरिटेन्डेंट, वेस्टर्न रेलवे का कृत्य कि उन्होंने पुरन प्रकाश को हेडक्लर्क के पद पर दिनांक 1-7-76 को, जबकि उनसे कनिष्ठ श्री गोरधन प्रसाद को पदोन्नत किया गया, पदोन्नत न करना उचित एवं वैध नहीं है। हम आदेश देते हैं कि सश्रम अधिकारी पुरन प्रकाश की पदोन्नति के मामले को उस तारीख से जिस तारीख से कि उनके कनिष्ठ कर्मचारी श्री गोरधन प्रसाद का पदोन्नत किया गया, विचार करें।

11. हम यह घोषित करते हैं कि डिबीजनल पर्सनल ऑफिसर, वेस्टर्न रेलवे, जयपुर का कृत्य कि उन्होंने नबाब की सेवायें समाप्त कर दी अनुचित एवं अवैध है। हम आदेश देते हैं कि वह श्री नबाब पुत्र श्री प्यारै बेलवार के पद पर दिनांक 21-4-78 से पुनः सेवा में से एवं उसे बड़ा हुआ वेतन भुगतान करें। अतः इस प्रकार का आदेश पारित किया जाना है। यह आदेश केन्द्र सरकार को वास्ते प्रकाशनार्थ अंतर्गत द्वारा 17(1) अधिनियम भेजा जावे।

महेन्द्र भूषण शर्मा, न्यायाधीश  
[सं.एल-41011(10)/73-बी-11 (बी)]

S.O. 1530.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Chandigarh in the industrial dispute between the employers in relation to the management of Bhakra Beas Management Board and their workman, which was received by the Central Government on the 5th April, 1984.

BEFORE SHRI I.P. VASISHTH, PRESIDING OFFICER,  
CENTRAL GOVT. INDUSTRIAL TRIBUNAL  
CHANDIGARH

Case No. I.D. 134/80 (N. Delhi); 104/83 CHD

PARTIES :

Employers in relation to the management of Bhakra  
Beas Management Board-Nangal Township-Punjab.

AND

Their Workman—Chhanga Singh, ,

APPEARANCES :

For the Employers—Sh. R. L. Kaith.

For the Workman—Petitioner in person.

Bhakra Beas Management Board Nangal-Punjab

AWARD

Dated the 3rd of April, 1984

The Central Govt., Ministry of Labour in exercise of the powers conferred on them under Section 10(1)(d) of the Industrial Disputes Act, 1947, hereinafter referred to as the Act, as per their Order No. L-42012/3/80-D.I.B. dated the 5th of December, 1980 read with S.O. No. S-11025(2)/83 dated 89GI/84—10

the 8th of June, 1983 referred the following Industrial dispute to this Tribunal for adjudication :

"Whether the action of the management of Bhakra Beas Management Board,, Chandigarh in terminating the services of Shri Chhanga Singh, Ex-Store-Munshi of Gangawal and Kotla Power Houses, B.B.M.B Power Wing, vide their letter dated 28-8-79 is justified and legal ? If not, to what relief the concerned workman is entitled to ?"

2. Brief facts of the case, according to the petitioner Workman are that on recruitment by the respondent Board as a Munshi-cum-typist, he served them efficiently ever since his appointment on 5-5-67 in the Kotla Power House, and that Sh. P. L. Gulati, the then A.P.E. Kotla Power House issued his transfer orders on 1-3-77 directing him to join at Kotla Colony vice one Shri Sita Ram, Store Munshi. It was averred that Shri Gulati had no authority, competence or powers to order his transfer, rather it was maliciously done by him in the absence of the Resident Engineer. Therefore, the petitioner resisted the said orders and reported for duty on 2-3-1977 at his usual place of posting in the Kotla Power House ; meanwhile he also applied for leave and addressed an appeal to the R.E. with a request to quash the aforesaid transfer orders. The petitioner complained that no body took the pains to decide his matter on merits, rather the Management issued him a show cause notice alleging wilful absence from duty and disobedience of the transfer orders; in short, a domestic departmental enquiry was ordered without framing any formal chargesheet and ultimately the petitioner's services were terminated on the report of the Enquiry Officer.

3. According to the petitioner the termination was bad in law; firstly because transfer orders were issued by an unauthorised person, secondly that the R.E. was not his appointing authority and, as such, he was neither competent to order the enquiry nor to pass the orders of dismissal; thirdly because the Enquiry Officer did not give any positive finding of "guilt" and lastly because his transfer from Power House to Canal Colony was violative of the mandatory provisions of Section 9-A of the Act.

4. Forced by the circumstances, the petitioner raised an Industrial dispute which could not be settled despite the intervention of the A.L.C(C) in the Conciliation proceedings and hence the reference.

5. Resisting the proceedings on all counts, the Management pleaded that the petitioner's appointment was in Workcharge capacity under the orders of the Resident Engineer who was competent to transfer him to any other place in the same Division and the only protection which could be claimed by the petitioner was that it should not have any adverse effect on his service conditions; it was explained that the transfer from Power House to the Colony was against an equivalent post which did not prejudice petitioner's rights or privileges in the service and, hence, could not be taken to any exception. As a necessary corollary it was avessed that the formal orders were issued by the Asstt. Resident Engineer under the authority of the Resident Engg. (R.E) and as such they were valid in the eye of law which could not be defied or ignored by the petitioner. It was denied that the Management's action had the effect of intrusion in the provisions of Section 9-A of the Act. Similarly any flaw or defect in the departmental proceedings was also denied. It was further contended that the reference was bad for non-joinder of necessary parties and incompetent for want of cause of action.

6. The parties were taken to trial on the following issues framed over and above the terms of reference.

1. Whether reference is bad or incompetent as alleged ? OPR
2. Whether the reference is bad for non-joinder or mis-joinder of the Parties ? O.P.R.
3. Relief.

7. In support of his case, the petitioner examined himself and filed a number of documents whereas the Management produced the Enquiry Officer Shri T. S. Saini MW 1; and the then Resident Enggs. Sarvshri B. D. Gandhi MW 2 and D. S. Dhillon MW 3.

8. I have carefully scrutinised the entire material on records and heard the parties. My issue-wise discussion and findings are as follows.

#### ISSUE NO. 1 & 2

9. In all fairness to them, the Management did not seriously press their objection to the validity of the reference giving rise to these issues, though otherwise also in view of the serious nature of dispute between the parties regarding the termination impugned by the petitioner, it would be going too far to assume that he did not have a triable case or that the Appropriate Govt. acted improperly in seeking its adjudication. Similarly there was nothing wrong with the impleading of parties and, as such, I answer both the issues against the Management.

#### ISSUE NO. 3

10. The workman's first contention was that according to the common case of the parties he was fixed at starting salary of Rs. 63 in the scale of Rs. 50—90, therefore, it would be assumed that the Supdt. Engg. rather than the R. Engg. who belonged to the rank of an KEN, was his appointing authority and because the enquiry proceedings were initiated and culminated in his dismissal under of the R. Engg. therefore, the entire exercise was void ab-initio.

11. It appears that the petitioner had some misgivings about the administrative and financial powers of the aforesaid authorities because the fixation of his salary in a regular pay scale could not be equated with one time administrative approval of an office expenditure. Rather the pertinent point is as to who was the competent authority to appoint him? And on this court, on petitioner's own admission in the cross-examination his appointment orders were issued by the R. Engg. meaning thereby that he was his Appointing Authority. This proposition was also re-affirmed by Shri D.S. Dhillon M.W. 3. without any counter-suggestion. Moreover, it has never been the petitioner's version that he was given appointment orders by an incompetent person or authority. I, therefore, over rule his preliminary objection.

12. It was then contended by the petitioner that the entire episode arose out of the transfer order dated 1-3-77 passed by the A.R.E. Shri Gulati and since, he had no powers to pass the said order, therefore, there was no obligation on him to obey the same.

13. I am afraid, the petitioner had tried to read too much in between the lines of the transfer order because even though it was formerly signed by Shri Gulati yet the fact of his signatures was nothing more than a ministerial act since

according to the un-rebutted deposition of Shri D. S. Dhillon MW3, the orders were passed under his authority and as discussed herein-before Shri Dhillon was competent to do so in his capacity as the appointing authority.

14. It, therefore, follows that the petitioner was transferred from Kotla Power House to Kotla Colony under a valid order and was duty bound to carry out the same. In case he had any reservation against the proposition, the proper course for him was to seek the remedy by way of representation etc. But as would be evident from his claim-statement as well as sworn deposition, he did not care to comply rather he took a defiant stand to flout the orders, thus justifying institution of the departmental proceedings.

15. The petitioner's grouse that his transfer from the Power House to Kotla Colony was from a productive unit to non-productive one and, as such, involved the implication of Schedule-IV of the Act and required a prior notice under section 9-A, which was not given to him is also devoid of force since, he appears to have mis-interpreted the provisions of the aforesaid Schedule. To be precise, it was a case of simple transfer, from one place to another in the same diversion; there was absolutely no effect on his service conditions including the wages, working hours or leave facilities etc. or any other concession. Moreover no evidence, what-so-ever, good, bad or indifferent, was led by him to show that he suffered any loss due to the said transfer. Obviously, in the absence of any prejudice to him, he could not complain of any violation of Section 9-A by the Management.

16. Last but not the least, the petitioner's contention was that the enquiry proceedings were neither fairly conducted nor concluded because the charge-sheet was confusing regarding the date since when he allegedly absented from duty, moreover, the Enquiry Officer did not give a positive finding holding him "guilty" or "not guilty".

17. It was rightly explained on behalf of the Management that in view of the common case of the parties that the petitioner did not report at the station of his transfer at any time upto the Termination even since his transfer from Power House w.e.f. 2-3-77, there was no scope of any prejudice to him due to the clerical mistake regarding the starting point of such absence from duty in the charge-sheet. Similarly the enquiry report, taken as a whole, as well as the deposition of the Enquiry Officer, Shri T. S. Saini, MW 1, should leave no manner of doubt that the petitioner's absence was held to be wilful and a culpable one, therefore, the mere absence of the phraseology "guilty or not guilty" in its concluding portion would not vitiate the domestic proceedings. It is besides the point that the termination orders were passed by the then R. E. Shri B. D. Gandhi MW2 on applying his mind independently.

18. According, I find no impropriety, irregularity, or illegality in the departmental proceeding culminating in the impugned Termination and, as such, answer the issue, against the petitioner-workman.

19. As a natural consequence of my aforesaid discussion and findings, I return my award again the petitioner-workman. Chandigarh.

3-4-1984.

I.P. VASISHTH, Presiding Officer.  
[No L-42012(3)/80-D. II(B)]

S.O. 1531.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Chandigarh in the industrial dispute between the employers in relation to the management of Bhakra Beas Management Board and their workmen, which was received by the Central Government on the 9th April, 1984.

BEFORE SHRI L. P. VASISHTH, PRESIDING OFFICER,  
CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,  
CHANDIGARH

Case No. LD.70/81 (New Delhi) 80/83 CHD

PARTIES:

Employers in relation to the management of Bhakra  
Beas Management Board, Chandigarh.

AND

Their workman, Shushil Kumar.

APPEARANCES:

For the Employers: Sh. R. L. Kaith.

For the Workman: Sh. R. K. Singh.  
Bhakra Beas Management Board STATE: Punjab.

AWARD

The Central Government Ministry of Labour in exercise of the powers conferred on them under Section 10(1)(d) of the Industrial Disputes Act 1947, hereinafter referred to as the Act, as per their Order No.L-42012(3)/81-D.I.B. dated the 23rd of May, 1981 read with S.O. No. S-11025(2)/83 dated the 8th of June, 1983 referred the following Industrial Dispute to this Tribunal for adjudication:

"Whether the action of the management of Bhakra Beas Management Board, Nangal, in terminating the services of Shri Sushil Kumar, Auto-Electrician with effect from 18-10-1978 is justified? If not, to what relief is the workman entitled?"

2. According to the petitioner/workman he was working as an Auto Electrician in the Stores and Transport Sub-Division under the Respondent Board since 9-1-1976 and proceeded on sanctioned Casual Leave for one day on 17-10-1978 to Mohali in connection with some domestic work but there he fell sick and could not report for duty till 21-11-1978; as a matter of fact on that day he appeared before the S.D.O. Incharge alongwith an illness and medical fitness certificate issued by an authorised Doctor but was not allowed to assume duty and was rather informed that his service had already been terminated.

3. Since the petitioner's efforts and entreaties to the Management to avoid the Termination proved futile, therefore, he raised an Industrial Dispute which defied settlement despite the intervention of the ALC(C) during the Conciliation proceedings, and, hence the reference.

4. For the obvious reasons the petitioner assailed the impugned Termination on the ground that it was violative of the mandatory provisions of Section 25-F (a) and (b) because no retrenchment benefits were given to him and the Management could not take protection of any exceptions to Section 2(oo) since no departmental enquiry was over held; that even otherwise they should have taken into consideration his remaining Casual Leave of four days and Earned Leave for 28 days which was still due to his credit, and could be adjusted towards his alleged absence.

5. Resisting the proceedings on all counts, the Management challenged the validity of the reference on the averment that there was neither any pending nor apprehended dispute between the parties and otherwise also the petitioner was not interested in service since he had abandoned the job on his own volition. On the merits of the case, it was admitted that the petitioner was employed as a Workcharge-Auto Electrician under them w.e.f. 9-1-1976 and had proceeded on one day's Casual Leave for 17-10-1978 on account of some private work. Rest of the allegations were controverted and it was denied that he had fallen sick or that and he had ever attempted to join duty. They pleaded that the petitioner had abandoned his job w.e.f. 18-10-1978 without leaving any information and did not care to acknowledge a number of notices sent to him, so much so that time again he was required to join his duty but he always avoided the correspondence and thus they had no alternative except to do away with his service under clause 17(H) of the certified Standing Orders. It was also contended that actually the petitioner was running a lucrative Rehri business and was no longer interested in joining the service.

6. In support of their respective versions, the parties led verbal as well as documentary evidence which I have carefully perused and heard them at length. In all fairness to them, the Management did not press their preliminary objections against the validity and competence of the reference; though even otherwise it would have been quite a ludicrous proposition to assume that there was no pending or apprehended dispute to warrant adjudication or that the petitioner was not interested in resuming duty despite the fact that even since the impugned Termination he had been running from pillar to post to avoid it.

7. I, accordingly, proceed to deal with the crucial issue pertaining to the legality of the impugned Termination. On behalf of the Management it was submitted that according to the admitted case of the petitioner, he had abstained from duty w.e.f. 18-10-1978 and did not seek any extension of leave at any stage, so much so that it was only on 21-11-1978 that he reported for duty with an illness and Medical Certificate neither of which was produced before the Tribunal, it was urged that the petitioner should have examined the Doctor concerned so that they could have a chance to test his veracity on the touch stone of cross-examination; on the other hand they have produced certified copies Exb. M.2 to M.4 of their various letters to the petitioner indicating their earnest efforts to impress upon him that he was running the risk of termination of his services on account of unauthorised absence; but instead of responding, the petitioner adopted an attitude of complete silence, which forced them to do away with his services w.e.f. 16-11-1979 vide order Exb. M5 passed by virtue of Article 17 (H) of the Standing Orders framed under Section 7 of the Industrial Employment Act 1946.

8. In spite of seeming attraction the submissions made on behalf of the Management failed to carry conviction with me because their efforts to seek protection under the emergency provisions of Article 17 (H) of the Standing Orders is misconceived. For the proper appreciation of the point in issue it would be in the fitness of things to have a reproduction of the aforesaid Article 17 (H), which reads as below:—

"If an employee remains absent beyond the period of leave originally granted or such subsequent leave extended.

if any, he shall be liable to loss his lien on the appointment unless the employee return and explains within one week of the commencement of his absence to the satisfaction of the Executive Engineer, In-charge that the over stayal of leave was due to circumstances beyond his control. Before terminating the lien the workman shall be served with a show cause notice under registered post and given ten days time to resume duty." (emphasis supplied)

9. It would thus be clear that before passing the impugned termination order it was obligatory for the Management to issue a Registered notice to the petitioner informing him of their intention to do away with his services in case of his failure to resume duty within the next ten days. Management tried to project the letter Exb. M.4 dated 2-11-1978 as the relevant notice but surprisingly enough there is not even an iota of evidence on record to show its service on the petitioner. Under the normal circumstances they could easily produce the postal receipts or otherwise prove its refusal by him, but no such effort were made, even though the relevant documents should have been in their own possession.

10. Similarly there is no evidence to whom the service of either of the letters Exb. M. 2 dated 20-10-78 and Exb. M. 3 dated 21-10-78 on the petitioner. Interestingly enough the letter Exb. M. 3 contained an insinuation that the petitioner had refused to accept the letter Exb. M. 2 when it was offered to him by one Himmat Singh peon, meaning thereby that Himmat Singh was an important witness to prove the service of the notice. But once again they defaulted in the sense he was not examined before the Tribunal.

11. Again the aforesaid back drop the Management; must, therefore, suffer an adverse inference on the point of issuance and service of the requisite notice under Article 17 (H) of the Standing Orders; particularly when their sole witness Sh. M. L. Airy pleaded ignorance in the matter.

12. At the risk of repetition it may be mentioned that no formal domestic/departamental enquiry proceedings the impugned Termination though, by then, the petitioner had already put in more than one year's continuous services within the ambit of Section 25-B. It was, therefore, obligatory for the Management to comply with the provisions of Section 25-F (a) and (b), before dispensing with his services which was not done. For my views I drew support from the ratio of the case of Mohan Lal Vs. Management of M/s Bharat Electronics Ltd. 1981 (2) services Law Reporter-11 where in their Lordship were pleaded to amplify the scope of "terminations" envisaged under Section 2(oo) of the Act.

13. Thus to sum up my aforesaid discussion I find no legal warrant for the action of the Respd. Board in terminating the services of the Petitioner/Workman under the impugned Order and, as such, I pass my Award accordingly in his favour with a direction that he shall be deemed to be in their continuous service as an Auto Electrician, with all the attendant benefits, subject, of course, to the deduction of salary for the period of his absence from 18-10-1978 to 20-11-1978 (both days inclusive) unless he is found to have some leave due to his credit which would be adjustable on his formal request to them (Management).

14. Notwithstanding anything to the contrary contained here-in-before, the Management would be well within their right to take into consideration and adjust the upto date salary drawn by the petitioner on his subsequent employment at Anand Pur Saheb Hydel Project as per his recorded admission

dated 23-3-1984.

Chandigarh.

I. P. VASISHTH, Presiding Officer.

[No. L-42012 ((37)/81-D. II(B))]

S.O. 1532.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, Chandigarh in the industrial dispute between the employers in relation to the management of Bhakra Beas Management Board and their workmen, which was received by the Central Government on the 9th April, 1984.

BEFORE SHRI I. P. VASISHTH, PRESIDING OFFICER,  
CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL,  
CHANDIGARH

Case No. J.D. 6/81 (N. Delhi), 89/83 CHD

PARTIES :

Employers in relation to the management of Bhakra  
Beas Management Board (H.P.)

AND

Their Workmen.

APPEARANCES :

For the Employers—Shri R. L. Kaith.

For the Workmen—Shri R. K. Singh.

Bhakra Beas Management Board STATE : Himachal  
Pradesh.

AWARD

Dated, 6th April, 1984

The Central Government, Ministry of Labour, in exercise of the powers conferred on them under Section 10(1)(d) of the Industrial Disputes Act, 1947, hereinafter referred to as the Act, per their Order No. L-42025/14/80-D.II.B. dated the 8th of January, 1981 read with S.O. No. 11025(2)/83 dated the 8th of June, 1983 referred the following Industrial dispute to this Tribunal for adjudication :

"Whether the action of the management of Bhakra Beas Management Board in giving the scale of Rs. 110-140-5-160 to Electricians Ordinary with effect from 1st February, 1968 instead of Pay Scale of Rs. 120-6-170/6-210/10-250 as given to the Electricians Special by the management for performing identical duties is legal and justified? If not, to what relief are the concerned workmen entitled?"



2. According to the petitioner workmen, they were recruited against the posts of "Electrician-Ordinary" in the Irrigation Wing of the Respondent Board and fixed up in the Pay scale of Rs. 100-160 w.e.f. 1-2-1968 whereas the "Electrician Special" were given an higher scale of Rs. 120-250 even though they were doing the same job, involving similar risk and responsibility. It was averred that the incumbents in both the aforesaid categories were working in rotation, in all the shifts, and independently discharging various duties assigned to them, on a common pattern, and thus there was no justification in creating an artificial line of distinction to warrant their placement in different scales. Meanwhile the Management also realised the mistake at the time of general revision of Pay-scales of its employees and thus formulated a common scale of Rs. 400-660 for both the above referred categories of Electrician Ordinary and Electrician Special w.e.f. 1-1-1978.

3. However the petitioners made a futile bid to reason out with the Respondent Board to do away with the discrimination right from the initial stage i.e. w.e.f. 1-2-1978, and on finding it unresponsive raised an Industrial dispute which could not be settled despite the intervention of the ALC(C) and hence, the reference.

4. Resisting the claim on all counts, the Management questioned the propriety of reference for want of any cause of action and averred that the claim which was highly belated, had not been properly espoused by a Union enjoying the majority support. On merits, they pleaded justification for the different grades of Electricians with the explanation that the classification was based on educational qualifications, experience and difference in complicated nature of the assigned jobs. It was further contended that, as a matter of fact, there was no classification like "Electrician Ordinary" rather they had (a) Electrician Grade II, and (b) Electrician Grade I, though previously there used to be "Electrician Special" also who were merged in Electrician Grade I at the time of 1968 revision. All the same it was, admitted that since 1-1-1978 both these categories of the Electricians were placed in a common pay scale, but they (Management) called it an anomaly which was already engaging their attention for its removal.

5. The parties were taken to trial on the following issues framed over and above the terms of reference.

- (i) Whether the reference is legally infirm and incompetent as alleged? O.P.R.
- (ii) Whether the dispute is not properly espoused? O.P.R.
- (iii) Relief.

6. In support of their respective versions the parties adduced verbal as well as documentary evidence which I have carefully perused and heard them. My issuewise discussion and findings are as follows.

Issue No. I & II

7. In all fairness to him, Shri Kaith. the Ld. Rep. for the management, did not press either of these issues and, as

such, they do not warrant any serious consideration. Otherwise also I feel that the objections giving rise to them were devoid of force because the relevant pleas projected quite a ludicrous theory that there was no existing or apprehended dispute, that the cause was not properly espoused by a majority-Union and that the reference was belated.

8. But it may be interesting to note that none of the workmen who appeared in the witness box was given the slightest suggestion that their Union lacked majority support or that it was in any way incompetent to raise the dispute which could be thrown out due to laches. Moreover, no evidence was led by the management to substantiate the philosophy behind the relevant averments. Accordingly I answer the issues against the Management.

Issue No. III the Terms of Reference and the Relief

9. For the obvious reason both the parties concentrated their efforts to clinch the issue containing the terms of reference. On behalf of the Workmen much stress was laid on the testimony of Prem Sagar WW1, Gurcharan Singh WW2, Gian Chand WW3 and Krishan Kumar Sharma WW4 for the proposition that both the sets of Electricians placed in Grade I and II were performing a common job, involving similar risks, complications and responsibilities and that they are required to work under the direct supervision of the same Foreman/Chargeman who assigns them duties by rotation. It was thus contended that the principle of "Equal pay for Equal work" was fully applicable in this case because there was no fixed criterion or rationale behind the discrimination. For the legal proposition reliance was placed on the cases of P. N. Dhawan Vs. State of Himachal Pradesh 1974 Lab. I.C. 336 and Randhir Singh Vs. Union of India 1982 FJR(60) 201 (S.C.).

10. In spite of seeming attraction the submission failed to carry conviction with me. Of course, there is no dispute with ratio of the judicial pronouncements cited on behalf of the petitioners but the pertinent point is that despite their binding nature, judicial precedents cannot be invoked blindly as it is often observed that usually there is some slight difference in the facts of the two given cases which, when appraised critically, may call for a different adjudication.

11. In the case of C. Girijambal Vs. Govt. of Andhra Pradesh A.I.R. 1981 S.C. 1537 Their Lordships were pleased to hold that the principle of Equal pay for Equal work could not be invariably applied in every kind of Service and especially in the field of professionals. In that case a net of medical officers, holding different qualifications, were doing the same nature of job in various dispensaries run by the same authority, but were placed in different pay scales, their Lordships refused to interfere on prayer for one common scale. To be precise distinction based on the educational qualifications was held to be justified. A similar view was taken in the earlier cases of State of Mysore Vs. P. Narsingharao AIR. 198 S.C. 349, Lalit Mohan Deb Vs. Union of India 1972 S.C. 995 and State of Jammu and Kashmir Vs. T. N. Khose AIR 1974 SC 1.

12. In the matter in hand there is un rebutted testimony of the concerned S.D.O. Budh Singh M.W.1 that prior to 1-1-1978 classification of the Electricians in Grade I and II was based on qualifications and skill proficiency. His statement finds a reflection of credibility in the cross-examination of the petitioners' own witnesses that at the time of entry in service all of them were subjected to Trade-test and then fixed up in the relevant grades, meaning thereby that one's performance in the Entrance Test was one of the important criteria for the grant of a particular Grade. The Managements fairness is further evident from the admission of MW2 Gurcharan Singh that in the light of his performance in such Test he was placed in grade I. It is beside the point that his Educational qualification was higher than Gian Chand WW3 and Krishan Kumar Sharma W4 both of whom were promoted to Grade-I from the lower scale. Of course Pran Sagar WW.1 was equally qualified as Gurcharan Singh, but then he could not be heard complaining discrimination because he was also subjected to a similar Trade test at the time of recruitment and given the lower scale, obviously in view of his poor performance.

13. As a matter of fact some of the documents like Exb. W.3, W.4 and W.13 to 15 produced by the petitioners themselves, have a tendency to show that even the State Govt. of Panjab, whose pattern they wanted to follow, have also formulated different gradings of the Electricians, based on educational qualifications and experience.

14. I, thus, find no impropriety in the classification of the Electricians in Grade I and II, as devised and adopted by the Management. Accordingly I answer the issue against the Petitioner/Workmen, and as a necessary consequence thereof return my Award against them.

Chandigarh,

6-4-1984.

I. P. VASISHTH, Presiding Officer

[No. L-42025(14)/80-D.II(B)]

New Delhi, the 26th April, 1984

S.O. 1533.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the following award of the Central Government Industrial Tribunal, New Delhi in the industrial dispute between the employers in relation to the management of Cantonment Board Landour, Mussorie (Dehra Dun) and their workman, which was received by the Central Government of the 9th April, 1984.

BEFORE SHRI O. P. SINGLA, PRESIDING OFFICER,  
CENTRAL GOVT. INDUSTRIAL TRIBUNAL, NEW

DELHI

I. D. No. 166/81

In the matter of dispute between

Mohd. Yamin c/o Modern Baker, Landour Cantt, Mus-  
sorie(U.P.)

Versu

The Management of Cantonment Board, Mussorie (U.P.)

PRESENT: None.

AWARD

The Central Government, Ministry of Labour, vide Order No.L-13012(5)/81-D. II. B dated 12th November, 1981

made reference of the following dispute to this Tribunal for adjudication:—

"Whether the action of the management of Cantonment Board, Landour, Mussorie (Dehra Dun) in terminating the services of Shri Mohd. Yamin ex-Tax Collector, with effect from 18-10-1977 is legal and justified? If not, to what relief is he entitled?"

2. Mr. Mohd. Yamin was appointed a Tax Collector by Cantonment Board Mussorie w.e.f. 1.6.74 in the grade 200-300. His case is that he worked for 3-1/2 years and completed probation period when Cantonment Board Management terminated his service by letter dated 14.9.77 after expiry of one month's notice under rule 8 of the Cantonment Fund Service Rules, 1937, on the ground that the workman was overage at the time of his appointment. He had sought relaxation of age from the General Officer Commander-in-chief but that was not allowed. He claimed that he was entitled to continuity of service when he had completed the probation period and termination of his service was illegal and wanted restatement of service with full back wages.

3. The Management of Cantonment Board Mussorie contested the claim. It was explained that the workman joined service w.e.f. 1-6-74 on probation for 12 months under Cantonment Fund Servant rules 1937. The confirmation of his service by the Cantonment Board by resolution dated 1.8.75 was subject to the waiving of objection to his appointment by the G.O.C. In Chief because at the time of appointment Mr. Mohd. Yamin was overage and also was not sponsored by Employment Exchange. The Cantonment Fund Servants Rules 1972 required maximum age of 25 years at the date of appointment with a provision for relaxation of age by G.O.C. In Chief. The G.O.C. In Chief refused to relax the age in his case and the Board had no alternative but to terminate the service and his confirmation could not be effected for want concurrence of by the G.O.C. In-Chief.

4. The Cantonment Board was said to be bound the Recruitment Rules and could do nothing in the matter.

5. An affidavit has been filed by Dharampal Cantonment-Executive Officer, Mussorie in support of the management's case.

6. In view of the rules under the Statute applicable to the workman, the management's action cannot be said to be otherwise than justified and the applicability of section 25-F I.D.Act, 1947 in this case is excluded. The claimant Mohd. Yamin is not entitled to any relief.

Further ordered that the requisite number of copies of this award be forwarded to Central Govt. for necessary action at their end.

April 4, 1984

O. P. SINGLA, Presiding Officer

[No. L-13012(6)/81-DII(B)]

T. B. SITARAMAN, Under Secy.

## आवेश

नई दिल्ली, 12 अप्रैल, 1984

का० आ० 1534.—डाक्टर टिटेनियम प्रोडक्ट्स लिमिटेड, त्रिवेन्द्रम के प्रबन्धतंत्र से सम्बद्ध नियोजकों और उनके कर्मचारियों के बीच, जिनका प्रतिनिधित्व टिटेनियम प्रोडक्शन डिपार्टमेंट इम्प्लोईज यूनियन, टिटेनियम प्रोडक्ट्स थोजिलनी यूनियन, टिटेनियम जनरल लेबरर्स यूनियन, टिटेनियम प्रोडक्ट्स लेबर यूनियन, टिटेनियम वर्कर्स यूनियन, टी०टी० पी० इम्प्लोईज यूनियन, टिटेनियम इम्प्लोईज आर्गनाइजेशन, टिटेनियम इम्प्लोईज फेडरेशन और टिटेनियम प्रोडक्ट्स इम्प्लोईज यूनियन करती है, एक औद्योगिक विवाद विद्यमान है ;

और उक्त नियोजकों और उनके कर्मचारियों ने औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 10क की उपधारा (1) के उपबन्धों के अनुसरण में एक लिखित करार द्वारा उक्त विवाद को माध्यस्थ के लिए निर्दिष्ट करने का करार कर लिया है और उक्त अधिनियम की धारा 10क की उपधारा (3) के अधीन उक्त माध्यस्थ करार की एक प्रति केन्द्रीय सरकार को भेजी गई है।

अतः, अब, उक्त अधिनियम की धारा 10क की उपधारा (3) के उपबन्धों के अनुसरण में, केन्द्रीय सरकार उक्त माध्यस्थ करार को एतद्वारा प्रकाशित करती है।

(करार)

(औद्योगिक विवाद अधिनियम, 1947 की धारा 10क के अधीन)  
पक्षकारों के नाम —

नियोजकों का प्रतिनिधित्व करने वाले :—1. श्री सी० टी० सुकुमारन,  
भा० प्र० से० प्रबन्ध निदेशक

2. श्री एन० एम० विजयन,  
प्रबन्धक (कामिक और प्रशा०)

कर्मचारियों का प्रतिनिधित्व करने वाले

- |                                   |   |                                      |
|-----------------------------------|---|--------------------------------------|
| 1. श्री पी० माधवन                 | } | टिटेनियम प्रोडक्शन डिपार्टमेंट       |
| 2. श्री टी० सी० बघिस              |   | इम्प्लोईज यूनियन                     |
| 3. श्री के० बेलायुधन नायर         |   | टिटेनियम प्रोडक्ट्स थोजिलनी          |
| 4. श्री सी० मोहनन्                | } | यूनियन                               |
| 5. श्री ए० जवाहरलाल               |   | टिटेनियम जनरल लेबरर्स यूनियन         |
| 6. श्री ए० के० अब्दुल रहमान       | } |                                      |
| 7. श्री सी० एम० बी० थिलक          |   | टिटेनियम प्रोडक्ट्स लेबर यूनियन      |
| 8. श्री पी० मुथाय्यन              | } |                                      |
| 9. श्री एम० राजन                  |   | टिटेनियम वर्कर्स यूनियन              |
| 10. श्री पी० रंगन अंसारी          | } |                                      |
| 11. श्री आर० बेलायुधन नायर        |   | टी० टी० पी० इम्प्लोईज यूनियन         |
| 12. श्री के० पी० शंकरदास          | } |                                      |
| 13. श्री के० राजन बाबू            |   | टिटेनियम इम्प्लोईज आर्गनाइजेशन       |
| 14. श्री ए० के० अब्दुल रहमान      | } |                                      |
| 15. श्री पी० एम० कुरीयन           |   | टिटेनियम इम्प्लोईज फेडरेशन           |
| 16. श्री टी० पी० मोहनचन्द्रन नायर | } |                                      |
| 17. श्री एस० रवीन्द्रन            |   | टिटेनियम प्रोडक्ट्स इम्प्लोईज यूनियन |
| 18. श्री के० के० अब्दुल रहमान     | } |                                      |

## ‘मामले का संक्षिप्त विवरण

उपरिलिखित यूनियनों ने विद्यमान अधीनस्थ सेवा नियमों में कुछ त्रुटियों का उल्लेख किया और इनमें संशोधन करने की मांग की। प्रबन्धतंत्र ने अधीनस्थ सेवा नियमों में संशोधन करने के लिए मसौदा

स्ताव तैयार किये और उन प्रस्तावों को यूनियनों में परिचालित किया। प्रबन्धकों और यूनियनों के बीच कई बार विचार-विमर्श हुआ परन्तु संशोधन नियमों का एक स्वीकार्य रूप तैयार न हो सका।

पक्षकारों के बीच 9-11-1983 को हुई बैठक में यह करार हुआ कि अधीनस्थ सेवा नियमों में सभी संशोधन करने संबंधी मामला सेवा-निवृत्त संयुक्त श्रमायुक्त श्री एम० पी० नारायण मेनन को माध्यस्थ के लिए निर्दिष्ट किया जाये। वर्तमान सेवा नियम अनुबंध “क” में संलग्न है और यूनियनों के बीच परिचालित अधीनस्थ सेवा नियमों का मसौदा प्रस्ताव अनुबंध “ख” में संलग्न है।

## विचारार्थ विषय

1. पक्षकारों के बीच अधीनस्थ सेवा नियमों में सभी संशोधनों को श्री एम० पी० नारायण मेनन के माध्यस्थ के लिए निर्दिष्ट करने का करार हो गया है।

2. माध्यस्थ का विनिश्चय अन्तिम होगा और पक्षकारों पर आग्रह होगा।

3. माध्यस्थ अपना पंचाट देने समय सभी सरकारी नियमों और निर्देशों जैसे अनुसूचित जाति और अनुसूचित जनजाति के लिए आरक्षण, नियुक्तियों में कैम्पुसल रजिस्ट्रेशन आदि और विभिन्न श्रम विधानों का ध्यान रखेगा।

4. माध्यस्थ अथवा पंचाट उसे निर्दिष्ट करने की तारीख से तीन मास की कालावधि या इतने और समय के भीतर देगा जो हमारे बीच पारस्परिक लिखित करार द्वारा बढ़ाया जाये।

5. यह करार पक्षकारों के बीच उसी विषय पर 9-1-1980 को हुए पिछले करार को अधिकतम करता है।

6. प्रभावित उपक्रम में नियोजित कर्मचारियों की कुल संख्या 1261 होगी।

## पक्षकारों के हस्ताक्षर

- |  |      |
|--|------|
| 1. सी० टी० सुकुमारन, प्रबन्धक निदेशक         | ह०/- |
| 2. एन० एम० विजयन, प्रबन्धक (कामिक और प्रशा०) | ह०/- |
| 3. पी० माधवन                                 | ह०/- |
| 4. टी० पी० बघिस                              | ह०/- |
| 5. के० बेलायुधन नायर                         | ह०/- |
| 6. सी० मोहनन                                 | ह०/- |
| 7. ए० जवाहरलाल                               | ह०/- |
| 8. ए० के० अब्दुल रहमान                       | ह०/- |
| 9. सी० एम० बी० थिलक                          | ह०/- |
| 10. पी० मुथाय्यन                             | ह०/- |
| 11. एम० राजन                                 | ह०/- |
| 12. पी० रंगन अंसारी                          | ह०/- |
| 13. आर० बेलायुधन नायर                        | ह०/- |
| 14. के० पी० शंकरदास                          | ह०/- |
| 15. के० राजन बाबू                            | ह०/- |
| 16. ए० के० अब्दुल रहमान                      | ह०/- |
| 17. पी० एम० कुरीयन                           | ह०/- |
| 18. टी० पी० मोहनचन्द्रन नायर                 | ह०/- |
| 19. एम० रवीन्द्रन                            | ह०/- |
| 20. के० के० अब्दुल रहमान                     | ह०/- |

**संक्षेप**

1. जी० सन्तोष कुमार कल्याण अधि-  
कारी

ह० -

2. एम० पी० श्रीधर नायर वरिष्ठ  
मस्यपाल

ह० -

[संख्या एल-29013/1/84-डी०-III-(बी)]

टि० वि० सीतारामन्, अवर सचिव

अनुबंध 'क'

अधीनस्थ सेवा नियम

जून, 1977 से लागू

टिटेनियम प्रोडक्ट्स लिमिटेड

कोल्लेक्सी : त्रिवेन्द्रम-21

केरल राज्य

द्रावनकोर टिटेनियम प्रोडक्ट्स लि०,

त्रिवेन्द्रम

अधीनस्थ सेवा नियम

जून, 1977 से लागू

अधीनस्थ सेवा नियम

प्रारंभिक

1. इन नियमों को द्रावनकोर टिटेनियम प्रोडक्ट्स अधीन सेवा नियम कहा जाएगा।
2. ये तत्काल प्रवृत्त होंगे।
3. प्रबन्धन अपने विवेक से इन नियमों से किसी नियम में संशोधन परिवर्तन या उसमें रद्द कर सकती है जब कभी आवश्यक या समीचीन समझा जाए।
4. इन नियमों के किसी भी उपबंध के बारे में संदेह के मामले में, प्रबन्ध निदेशक का निर्णय अंतिम होगा।

अध्याय-I

नियुक्तियों और पदोन्नतियों

1.01 इन नियमों की अनुसूची I में निर्दिष्ट पदों से द्रावनकोर टिटेनियम प्रोडक्ट्स लि० के अधीनस्थ सेवा नियम बनते हैं।

1.02 किसी भी व्यक्ति को अधीनस्थ सेवा में तब तक नियुक्त नहीं किया जाएगा जब तक उसके पास इन नियमों की अनुसूची-II में निर्धारित योग्यताएँ न हों।

1.03 पद में मूल नियुक्ति या तो सीधी भर्ती द्वारा या लोक सेवा आयोग के माध्यम से या अनुसूची II के स्तम्भ 3 में निर्धारित पदोन्नति द्वारा की जाएगी।

1.04 कम्पनी की सेवा में \*० नियुक्ता गया कोई भी व्यक्ति भारत का नागरिक होना चाहिए, नियुक्ति के समय 18 वर्ष की आयु पूरी कर ली हो और अच्छा स्वास्थ्य होना चाहिए।

1.05 नियुक्ति के लिए चुना गया कोई भी व्यक्ति उन बातों पर ऐसी अवधि के लिए प्रशिक्षण या परीक्षा प्राप्त करेगा, जो कम्पनी निर्धारित करे।

1.06 कोई भी व्यक्ति, जो परीक्षा अवधि के सफलतापूर्वक समाप्त होने पर नियमित पद पर नियुक्त किया जाता है, परीक्षा अवधि को छूटी, बेतन-वृत्तियों आदि तथा वरिष्ठता के उद्देश्य हेतु सेवा के रूप में गणना करने का पात्र होगा, बशर्ते कि परीक्षा-की बहाल हुई अवधि की वरिष्ठता के लिए गणना नहीं की जाएगी।

1.07 परीक्षा पर नियुक्त किया गया व्यक्ति यदि परीक्षा की अवधि के अन्दर संतोषजनक प्रगति नहीं करता है, तो उसकी परीक्षा

अवधि को समकाल अवधि द्वारा या ऐसी कम अवधि द्वारा बढ़ाया जा सकता है जो अपेक्षित स्तर को प्राप्त करने के लिए आवश्यक हो। यदि वह बहाल हुई अवधि के पश्चात् भी अपेक्षित स्तर प्राप्त करने में असमर्थ रहता है, तो उसकी सेवाएं समाप्त कर दी जाएंगी।

1.08 यदि किसी उम्मीदवार को, जिसने परीक्षा अवधि पूरी कर ली है, रिक्ति न होने के कारण तत्काल नियुक्ति नहीं किया जा सकता, तो उसे सेवा मुक्त कर दिया जाए और जैसे ही रिक्ति होती है उसे वापस चुना लिया जाए। यदि उसे पुनः नियुक्त किया जाता है तो उसे परीक्षा की अवधि को छूटी, बेतन-वृत्ति आदि के उद्देश्य के लिए सेवा के रूप में गणना करने का हक प्राप्त होगा।

1.09 कम्पनी, किसी भी समय, प्रशिक्षण, शिक्षता या परीक्षा प्राप्त कर रहे उम्मीदवारों को सेवा-मुक्त कर सकती है यदि उनके विचार में ऐसे प्रशिक्षण, शिक्षता या परीक्षा को जारी रखना आवश्यक या समीचीन नहीं है।

1.10 जहाँ पद को पदोन्नति द्वारा भरा जाना है, तो इसे परिशिष्ट-III में निर्धारित वरिष्ठता और उपयुक्तता के आधार पर किया जाएगा।

1.11 नियुक्ति के लिए या तो पदोन्नति या सीधी भर्ती द्वारा निर्धारित परीक्षाएं आयोजित की जाएंगी। ये परीक्षाएं ऐसे अधिकारियों द्वारा आयोजित की जाएंगी, जिन्हें प्रबन्धन द्वारा नामित किया जाए।

1.12 अधीनस्थ सेवा में सभी पदों को फीडर वर्ग से पदोन्नति द्वारा भरा जाएगा। यदि उपयुक्त व्यक्ति, जैसा परिशिष्ट-III में निर्धारित किया गया है, उपलब्ध नहीं है, तब आन्तरिक भर्ती की जाएगी, जिसके लिए सीधी भर्ती हेतु अनुसूची-II में निर्धारित नियम लागू होंगे। यदि आन्तरिक भर्ती द्वारा उपयुक्त व्यक्ति उपलब्ध नहीं होते, तो सीधी भर्ती की जाएगी।

**अध्याय-II**

पद और वेतन

**2.1 पदों की अवधि**

2.1.1 प्रत्येक श्रेणी या ग्रेड में पदों की संख्या सक्षम प्राधिकारी के आदेश द्वारा निर्धारित की जाएगी।

2.1.2 स्थायी पद वह पद है जिसे बिना समय-सीमा के मंजूर किया जाता है। किसी भी व्यक्ति को पद पर स्थायी रूप से नियुक्त किया समाप्त जाएगा, जब उसे स्थाई कर दिया जाता है और उसे स्थायी पद बिना समय-सीमा के नियुक्त किया जाता है।

2.1.3 केवल एक ही व्यक्ति को एक ही समय एक स्थायी पद पर स्थायी रूप से नियुक्त किया जा सकता है।

2.1.4 अस्थायी पद वह पद है जिसे खास उद्देश्य के लिए विशिष्ट अवधि के लिए मंजूर किया जाता है और वह व्यक्ति जिसकी ऐसे पद पर नियुक्ति की जाती है, अस्थायी कर्मचारी कहलाता है।

2.1.5 किसी व्यक्ति को किसी पद पर कार्य करते हुए समाप्त जाएगा, जब उसे ऐसे पद पर नियुक्त किया जाता है जब कोई पदधारी नहीं है या जिसका पदधारी किसी कारण से अस्थायी रूप से अनुपस्थित है।

2.1.6 स्थायी पद धारण करने वाले व्यक्ति को जब उच्च पद पर कार्यवाहक हैसियत के रूप में या प्रतिनियुक्ति पर तैनात किया जाता है, तो उसका कार्यवाहक या प्रतिनियुक्ति अवधि समाप्त होने पर स्थायी पद पर दावा रहता है।

**2.2 स्थानांतरण**

2.2.1 उसी वेतन मान में एक पद से दूसरे पद में स्थानांतरण कम्पनी के हित में किया जा सकता है। ऐसे मामलों में, स्थानांतरित किया गया व्यक्ति किसी भी पदोन्नति या बेतन संशोधन का पात्र होगा जो उसे प्राप्त होता, यदि वे मूल नियुक्ति में जारी रहते, जो परिशिष्ट-II

के पैरा 2 में निर्धारित शर्तों के प्रत्यक्षीन हो। बशर्ते कि पदोन्नति, संशोधन या पुनः स्थानान्तरण का दावा नये विभाग में उच्च पद पर उनकी पदोन्नति पर या नये पद का कार्यभार शुरू करने की तारीख से दो वर्ष समाप्त होने पर, जो भी पहले हो, व्यपगत हो जायेगा। तथापि, यदि कोई कर्मचारी अपने मूल पद पर पुनः स्थानान्तरण का इच्छुक है, तो वह पुनः स्थानान्तरण के अपने दावे के स्वतः समाप्ति की तारीख से कम से कम छः मास पहले अपनी इच्छा कम्पनी को बतायेगा।

2.2.2. जब एक विभाग से दूसरे विभाग में उसी वेतनमान में एक पद से अन्य पद पर स्थानान्तरण किया जाता है, तब ऐसे स्थानान्तरण केवल उस समय किये जायेंगे, जब उसी विभाग में उपयुक्त व्यक्ति उपलब्ध न हो।

### 2.3 सेवा प्रारम्भ

2.3.1. किसी कर्मचारी को नियुक्ति और वेतन के लिये उसका दावा उस तारीख से लागू होता है जिस तारीख को वह पद का कार्यभार ग्रहण करता है और उस तारीख को समाप्त होता है जिस तारीख को उसने कार्यभार छोड़ दिया।

2.3.2. यदि कार्यभार पूर्वाह्न में ग्रहण किया जाता है, तो नियुक्ति उस दिन से लागू होती है और यदि कार्यभार अपराह्न में ग्रहण किया जाता है तो नियुक्ति अगले दिन से लागू होती है। इसी प्रकार, यदि कार्यभार पूर्वाह्न में छोड़ा जाता है तो नियुक्ति उसी दिन को समाप्त हो जाती है और यदि कार्यभार अपराह्न में छोड़ा जाता है, तो नियुक्ति अगले दिन समाप्त हो जाती है।

### 2.4 वेतन

2.4.1. पद का वेतन सक्षम प्राधिकारी के आदेश द्वारा निर्धारित किया जायेगा।

2.4.2. वेतन या तो निर्धारित राशि होगा या न्यूनतम से प्रारम्भ होते हुए एक वेतनमान होगा और अधिकतम तक निविष्ट वार्षिक अवस्थाओं द्वारा उसमें वृद्धि होगी। वृद्धि की अवस्था "वेतन-वृद्धि" कहलायेगी।

2.4.3. एक से अधिक व्यक्ति एक ही स्थायी पद के लिये वेतन नहीं ले सकते।

### 2.5 प्रारम्भिक वेतन

2.5.1. किसी भी व्यक्ति को, जो प्रारम्भ में स्थायी या अस्थायी हैसियत से पद पर नियुक्त किया जाता, पद के लिये स्वीकृत वेतन-मान का न्यूनतम वेतन दिया जायेगा।

बशर्ते कि विशेष योग्यता या अनुभव रखने वाले उम्मीदवारों के मामले में, जिससे कम्पनी को उनकी उपयोगिता के बढ़ने की आशा है, प्रबन्ध निदेशक उच्चतर प्रारम्भिक वेतन मंजूर कर सकता है।

2.5.2. ऐसा व्यक्ति, जो सीधी भर्ती के पश्चात् परीक्षा अवधि पर होता है, पद का न्यूनतम वेतन प्राप्त करने का हकदार होगा।

2.5.3. कम्पनी में पहले से ही नियुक्त व्यक्ति की जब उच्च पद पर नियुक्ति की जाती है तो उच्च पद में उसका प्रारम्भिक वेतन उस वेतन से, जो वह निम्न वेतनमान में प्राप्त कर रहा है, आगे की अवस्था पर निर्धारित किया जाएगा। तथापि, यदि ऐसी नियुक्ति उसी दिन की जाती है, जिस तारीख को निम्न वेतनमान में एक वेतन-वृद्धि दी जाती है, तो कर्मचारी को वेतन-वृद्धि दी जाएगी और उच्चतर वेतनमान में अगली उच्चतर अवस्था पर उसका वेतन निर्धारित किया जाएगा।

2.5.4. नियम 2.2.1 के अन्तर्गत समान वेतनमान में एक पद से दूसरे पद पर स्थानान्तरित व्यक्ति उस वेतन को प्राप्त करता रहेगा जो वह पिछले पद में प्राप्त कर रहा था और वह बाद की वेतन-वृद्धियाँ भी प्राप्त करेगा मानो वह पूर्व नियुक्ति पर जारी रहा हो।

### 2.6 स्थानापन्न व्यवस्था

2.6.1. किसी भी पद को रिक्त पड़ा समझा जाएगा जब पद पर किसी की भी नियुक्ति नहीं की गई या जब पद को धारण करने वाला व्यक्ति अनुपस्थित है।

2.6.2. जब पद रिक्त हो जाता है, तो उसे निम्नलिखित में से किसी एक ढंग से भरा जाए:—

(1) यदि रिक्ति स्थायी है, तो इसे पास उम्मीदवारों में से पदोन्नति द्वारा भरा जाय या पास उम्मीदवारों के न होने पर इसे आन्तरिक भर्ती या सीधी भर्ती द्वारा ऐसी नियुक्ति के लिए निर्धारित प्रक्रिया के अनुसार भरा जाए।

(2) यदि रिक्ति स्थायी नहीं है, तो इसे अगले निम्न ग्रेड से कर्मचारी की कार्यकारी हैसियत में पदोन्नति करके भरा जाए या अन्य कर्मचारी को अपने कार्य के अतिरिक्त खाली पद के कार्यों को देखने के लिए नियुक्ति करके भरा जाए लेकिन दोनों कार्यों का मुकसान न हो।

2.6.3. उच्चतर पद में काम करने के लिए कर्मचारी तभी योग्य है यदि उसके पास उच्चतर पद के लिए निर्धारित अपेक्षित योग्यता है। स्थायी रिक्ति में कार्यकारी सेवा को छः महीने से अधिक जारी नहीं रखा जाएगा।

2.6.4. ऐसा व्यक्ति, जिसे प्रशासनिक विभाग के उच्चतर पद में काम करने के लिए नियुक्त किया जाता है (प्रति दिन आठ घण्टे से कम कार्य करने वाले व्यक्ति) मूल पद में अपने वेतन के अतिरिक्त बेसिक वेतन का 1/5 का हकदार होगा बशर्ते कि रिक्ति 14 दिनों से अधिक अवधि की है। संबंधित विभागाध्यक्ष आदेश जारी करेगा कि संबंधित कर्मचारी को दूररे कर्मचारी की अनुपस्थिति के दौरान अतिरिक्त कार्यभार दिया गया है जब कभी विभागाध्यक्ष को यह विश्वास हो जाए कि जिस अवधि के लिए कर्मचारी को अतिरिक्त कार्यभार दिया गया है वह अवधि कम से कम 15 दिनों के लिए लगातार होगी।

2.6.5. ऐसा व्यक्ति, जिसे प्रशासनिक कार्यालय को छोड़कर अन्य विभाग के उच्चतर पद में कार्य करने के लिए नियुक्त किया जाता है, (प्रतिदिन आठ घण्टे कार्य करने वाले व्यक्ति) मौसिक पद में अपने वेतन के अतिरिक्त अपने मूल वेतन के 1/5 का हकदार होगा। उच्चतर पद में काम करने वाला व्यक्ति नियम 2.6.3 की शर्तों को पूरा करेगा और संबंधित विभागाध्यक्ष तथा कामिक प्रबन्धक द्वारा पहले से अनुमोदित पैनेल का व्यक्ति होगा।

2.6.6. पद का अतिरिक्त कार्यभार संभालने वाले कर्मचारी को कार्यभार भत्ता दिया जाए जो उपर्युक्त नियम 2.6.4 और 2.6.5 के अन्तर्गत उसे प्राप्त कार्यकारी भत्ते के समकक्ष हो।

### 2.7 वेतन-वृद्धि

2.7.1. अर्हक अवधि की समाप्ति पर वेतन-वृद्धि की अवधिगी देय हो जाती है जब तक कि सक्षम प्राधिकारी के आदेश द्वारा इसे रोक न लिया गया हो।

2.7.2. वेतन-वृद्धि रोकने वाले आदेश में वह अवधि निश्चित होनी चाहिए, जिस के लिए वेतन-वृद्धि रोक दी गई है और क्या इसका भविष्य की वेतन-वृद्धि को स्थगित करने पर प्रभाव पड़ेगा।

2.7.3. वेतन-वृद्धि देने के लिए अर्हक अवधि की गणना करने में, वृद्धि के रूप में सुअस्तनी, अवैध अनुपस्थिति और वेतन की हानी पर छुट्टी की अवधि को स्थायी आदेशों के अनुसार अर्हक अवधि न होने के रूप में निकाल दिया जाएगा और अनुकृपी दिनों को उचित तारीख पर शामिल किया जाएगा।

2.7.4. पदोन्नति होने पर कर्मचारी को उच्चतर वेतनमान में फिटमेंट से पहले निम्न वेतनमान में एक वेतन-वृद्धि दी जाएगी। पुराने पद में वेतन-वृद्धि की उनकी सामान्य तारीख को पदोन्नत वेतनमान में बढ़ा नहीं जाएगा।

### अध्याय-III

#### छुट्टी नियम

### 3.1 सामान्य उपबंध

3.1.1. अधीनस्थ सेवा में कर्मचारियों को अनुपस्थिति छुट्टी, श्रमिकों या स्ट्राफ, जैसी स्थिति हो, के लिए प्रमाणित स्थायी आदेशों

के अनुसार ही जाएगी जिसमें छुट्टी का स्वरूप, उसकी सीमा तथा गते निर्धारित होंगी।

### 3.2 छुट्टी के बदले में नकद परिचालन

3.2.1 कर्मचारियों को उस उपार्जन छुट्टी के संबंध में नकद अदायगी द्वारा मुआवजा दिया जाएगा लेकिन जिसका उपयोग नहीं किया गया जैसी इसमें व्यवस्था की गई है। छुट्टी के उस भाग को, जिसके बारे में नकद भुगतान किया जाता है, अम्पचित किया हुआ समझा जाएगा:

3.2.2 यदि किसी कैलेंडर वर्ष के अन्तिम दिन को कर्मचारी के खाने में तीस दिन से अधिक वार्षिक छुट्टी है, तो उसे ऐसी छुट्टी के तीस दिनों से अधिक की छुट्टी के बारे में नकद परिचालन दिया जाएगा, जिसकी गणना विसेम्बर माह की उसकी मजदूरी पर की जाएगी। वार्षिक छुट्टी की अधिकतम सीमा, जो कोई कर्मचारी अनुरोध करने पर अपने खाने में संचित कर सकता है, वह 60 दिन है। उस आकस्मिक छुट्टी और बीमारी छुट्टी, जिसका वर्ष के दौरान उपयोग नहीं किया गया है, के बदले में नकद परिचालन भी दिया जाएगा।

3.2.3 ऐसे कर्मचारी के खाने में, जिसकी सेवाओं को सेवा-निवृत्ति, मृत्यु या त्यागपत्र देने के कारण समाप्त कर दिया जाता है, छुट्टी के बारे में नकद परिचालन नीचे निर्दिष्ट सीमा तक दिया जाएगा:—

- (1) सेवा निवृत्ति होने पर, सेवा-निवृत्ति की तारीख को उसके खाने में सम्पूर्ण वार्षिक छुट्टी तथा उक्त तारीख तक आनुपातिक आकस्मिक छुट्टी और बीमारी छुट्टी, जिसमें से वर्ष के दौरान उपयोग की गई प्रत्येक प्रकार की छुट्टी के दिनों को कम कर दिया जाएगा।
- (2) मृत्यु होने पर, उसी सीमा तक, जैसा उपर्युक्त उप-नियम (i) में है, वार्षिक छुट्टी, आकस्मिक छुट्टी और बीमारी छुट्टी। बशर्ते कि राशि का भुगतान कर्मचारी द्वारा नामित किसी व्यक्ति को या ऐसा नामांकन न होने पर, उसके कानूनी वारिस को किया जाएगा।
- (3) कर्मचारी द्वारा अपनी नियुक्ति से त्यागपत्र देने पर त्यागपत्र की तारीख को उसके खाने में सम्पूर्ण वार्षिक छुट्टी तथा उसी सीमा तक, जैसा उपर्युक्त उप-नियम (i) में है, आनुपातिक आकस्मिक तथा बीमारी छुट्टी।

### 3.3 प्रतिपूरक छुट्टी

3.3.1 यदि किसी कर्मचारी का साप्ताहिक विश्राम दिवस त्योहार की छुट्टी वाले दिन होता है, तो त्योहार की छुट्टी के स्थान पर दूसरा दिन प्रतिपूरक विश्राम के रूप में दिया जाएगा और ऐसा प्रतिपूरक विश्राम (अवकाश) अगले दो महीनों के अन्तर लिया जाएगा।

#### परिशिष्ट-1

##### भर्ती नियम

1. कम्पनी की अधीनस्थ सेवा में सीधी भर्ती द्वारा नियुक्ति हेतु सभी चयन भर्ती समिति नामक समिति की सलाह पर की जाए।

2. प्रत्येक विभाग में भर्ती के लिए अलग से समिति होगी, जिसका गठन नियमानुसार होगा।

(1) विभागाध्यक्ष, जिसके लिए भर्ती की जानी है।

(2) कार्मिक प्रबन्धक।

बशर्ते कि जहां कार्मिक प्रबन्धक स्वयं विभागाध्यक्ष है, दूसरा सदस्य प्रबन्ध निदेशक द्वारा नामित किया जाएगा। प्रबन्ध निदेशक भर्ती के प्रयोजनार्थ अपनी इच्छा से कोई अन्य समिति गठित कर सकता है।

3. कार्मिक प्रबन्धक समिति का संयोजक होगा। वह इसके अन्तर्गत निर्धारित प्रक्रिया के अनुसार भर्ती की व्यवस्था करने के लिए जिम्मेदार होगा।

4. यह विभागाध्यक्ष की जिम्मेदारी होगी कि वह सीधी भर्ती द्वारा अपने विभाग में उत्पन्न हुई रिक्ति के लिए कार्यवाही प्रारम्भ करें। इस प्रयोजनार्थ वह कार्मिक प्रबन्ध को अपनी अपेक्षाओं का पूर्ण ध्येय देगा।

5(क) जब कभी किसी पद पर सीधी भर्ती द्वारा नियुक्ति करना अनिवार्य हो जाता है, तब रिक्तियों के ध्येय, जिसमें पद का नाम, रिक्तियों की संख्या, योग्यताएं और कोई अन्य संगत सूचना शामिल है, नजदीक के रोजगार कार्यालय में अधिसूचित किए जाएंगे ताकि कार्यालय द्वारा पंजीकृत उम्मीदवारों के नामों का पैमान प्राप्त किया जा सके।

(ख) यदि पद ऐसा है, जिसके लिए तकनीकी कौशल या विशेष ज्ञान अपेक्षित है और जिसके लिए व्यापक चुनाव पंथनीय समझा जाता है, तो उस मामले में कम्पनी अधिसूचना द्वारा आवेदन भी मंगा सकती है।

(ग) कम्पनी के कर्मचारियों के बीच रिक्तियां अधिसूचित की जाए, ताकि पात्र उम्मीदवार पद के लिए आवेदन कर सकें।

(घ) प्रबन्धक निदेशक के लिए यह घोषित करना उचित होगा कि विशेष रिक्तियां कम्पनी के कर्मचारियों में से भर्ती के लिए या अनुसूचित जाति या अनुसूचित जन जाति के उम्मीदवारों की भर्ती के लिए आरक्षित होंगी।

6. प्राप्त सभी आवेदन-पत्रों और रोजगार कार्यालय द्वारा भेजी गई सूचियों की कार्मिक प्रबन्धक द्वारा जांच की जाएगी। जो अधिसूचित की गई सभी अपेक्षाओं को पूरा नहीं करते हैं, उनके आवेदन-पत्रों को रद्द कर दिया जाएगा।

7. कार्मिक प्रबन्धक पात्र उम्मीदवारों की सूचियां तैयार कराने तथा समिति के निवेशानुसार चयन कराने की व्यवस्था करेगा।

8. समिति ऐसी मौखिक या लिखित परीक्षा ले सकती है, जिसे वे उम्मीदवारों की उपयुक्तता का पता लगाने के लिए आवश्यक समझें और ऐसी परीक्षाओं के नतीजों तथा साक्षात्कार में प्राप्त किए गए अंकों के आधार पर चयन किया जा सके।

9. जहां परीक्षा अनिवार्य है, वहां उम्मीदवारों को ऐसी परीक्षा देनी चाहिए और अन्तिम चयन उन व्यक्तियों में से किया जाएगा, जो परीक्षा पास करते हैं।

10. इसके बाद चुने हुए उम्मीदवारों की सूची संयोजक द्वारा योग्यता क्रम के अनुसार तैयार की जाएगी, जिस पर समिति के सभी सदस्यों द्वारा हस्ताक्षर किए जाएंगे और इसे अनुमोदन के लिए प्रबन्धक निदेशक को भेजा जाएगा। योग्यता-क्रम चुने गए उम्मीदवारों की परस्पर बरिष्ठता का क्रम होगा।

11. प्रबन्ध निदेशक द्वारा अनुमोदित सूची 2 वर्षों के लिए या जब तक कि नयी सूची तैयार नहीं की जाती, इनमें से जो भी पहले हों, सब तक के लिए वैध होंगी और उस अवधि के दौरान पद में उत्पन्न हुई सभी रिक्तियां बरिष्ठता के क्रम में सूची में सम्मिलित उम्मीदवारों द्वारा ही भरी जाएंगी।

12. चुने गए व्यक्तियों के कस्त्र और पूर्व व्रत की इस तरीके से जांच की जाएगी, जैसा कम्पनी निर्णय करें। यदि किसी उम्मीदवार के बारे में कोई प्रतिकूल रिपोर्ट प्राप्त होती है, तो उसे तत्काल सेवा से बर्खास्त कर दिया जाएगा।

13. विभागाध्यक्ष उन रिक्तियों का पहले ही अनुमान लगाएंगे, जिनके विभाग में उत्पन्न होने की संभावना है और वर्तमान सूची के पूरा हो जाने के पश्चात् यथा शीघ्र उम्मीदवारों के चयन की व्यवस्था करेंगा।

14. इन नियमों के प्रयोजनार्थ, निम्नलिखित अधिकारी विभागाध्यक्ष के रूप में माने जाएंगे।

1. वर्कस प्रबन्धक।
2. सचिव और निष्ठा नियंत्रक।
3. मुख्य इंजीनियर।
4. उपकरण प्रबन्धक।
5. कार्मिक प्रबन्धक।
6. सुरक्षा अधीक्षक।
7. अनुसंधान और विकास प्रबन्धक।

## परिशिष्ट-II

पदोन्नति तथा सेवा अभिलेखों के रख-रखाव से संबंधित नियम

## पदोन्नति

12. अब तक नियमों में अथवा व्यवस्था न की गई हो, तब तक पद पर पदोन्नति विभाग की उसी शाखा में उस पद से निचले पद से की जाएगी। तथापि प्रबन्धक निदेशक संयुक्त बरिष्ठता के आधार पर अगले उच्च पद पर पदोन्नति के प्रयोजनार्थ उस विभाग में उसी वेतनमान और समान कर्तव्यों वाले पदों को एक संवर्ग में निदिष्ट करने के लिए सक्षम होगा।

टिप्पणी—ऐसे व्यक्ति की जो कि पहले ही कम्पनी में किसी हैसियत में नियोजित है, की किसी विभिन्न शाखा में किसी पद पर नियुक्ति को सीधी भर्ती माना जाएगा और इसे केवल परिशिष्ट-I में निदिष्ट सीधी भर्ती से संबंधित नियमों के अनुसार ही किया जाएगा।

2. ऐसे कर्मचारी को, जो स्थायी रूप से किसी एक विभाग के संवर्ग में है, और दूसरे विभाग में स्थानांतरित किया जाता है, तो वह भूतपूर्व विभाग में उत्पन्न हुई रिक्तियों में निम्नलिखित शर्तों पर उस विभाग में अपनी बरिष्ठता के अनुसार पदोन्नति के लिए विचारार्थ पात्र होगा।

- (i) स्थानांतरण कम्पनी के हित में तथा उसके अनुरोध किए बिना किया गया था।
- (ii) स्थानांतरण अनुपयुक्तता तथा डाक्टरी अस्वस्थता के आधार पर नहीं था।
- (iii) वह पदोन्नति के लिए निर्धारित मानवण्ड को पूरा करता था।

3. ऐसा कर्मचारी, जिसे पद पर पदोन्नति का प्रस्ताव किया गया है, परन्तु वह इसे स्वीकार नहीं करता, विभाग में आवी पदोन्नतियों के लिए सभी दावों से वंचित हो जाएगा।

4. पदोन्नति के लिए ली गई परीक्षा में अनुत्तीर्ण हुआ कर्मचारी की पदोन्नति पर छः मास के समाप्त होने तक विचार नहीं किया जाएगा।

5. पदोन्नति के लिए पात्रता का पता लगाने तथा अन्य सेवा साधों की गणना करने के लिए, कम्पनी सभी कर्मचारियों की सेवा के संबंध में निम्नलिखित रिकार्ड रखेगी:—

- (1) वैयक्तिक फाइल।
- (2) गोपनीय रिकार्ड।
- (3) ग्रेडेशन सूची।

## वैयक्तिक फाइलें

6. कम्पनी की सेवा में सभी कर्मचारियों के संबंध में वैयक्तिक फाइलें रखी जाएगी।

7. वैयक्तिक फाइलों में कर्मचारियों की सेवा का पूर्ण व्योरा होगा और इसमें उनकी नियुक्ति, परिलब्धियाँ, अनुपस्थिति की छुट्टी, आदि में परिवर्तन का लेखा जोखा होगा। इन मामलों से संबंधित आवेशों की प्रतियाँ तैयिक क्रम में वैयक्तिक फाइलों में फाइल की जाएगी और शीटों पर क्रमिक क्रम से नम्बर डाले जाएंगे।

8. लगाय गए किसी प्रकार के बंड या पुरस्कार के आवेशों या की गई प्रशंसायीय सेवा के लिए प्रमाणपत्र की प्रतियाँ वैयक्तिक फाइलों में रखी जानी चाहिए।

9. वैयक्तिक फाइलों में प्रविष्टियाँ, जब कभी आवश्यक हो, की जाएंगी और इनकी निर्धारित फाइलों में अद्यतन रखा जाएगा और इनकी विभागाध्यक्ष या उनकी ओर से प्राधिकृत किसी अन्य अधिकारी द्वारा सत्यापित किया जाएगा।

## गोपनीय रिकार्ड

10. अधिकारी, जिसके अन्तर्गत कोई कर्मचारी कार्य कर रहा है, उस व्यक्ति के काम करने के बारे में गोपनीय रिकार्ड रखेगा, जो उसको सौंपी गई दृष्टियों को करने के बारे में होगा, ताकि उसके बरिष्ठ अधिकारियों को उसके गुण-दोषों का पता चल सके।

11. गोपनीय रिकार्ड में प्रविष्टियाँ स्पष्ट और यथार्थ होंगी और ये कर्मचारी के कार्य और आचरण के बारे में अधिकारी को वैयक्तिक टीका-टिप्पणियों पर आधारित होंगी।

12. अधिकारी द्वारा प्रविष्टियाँ अपने हाथ से या उसके द्वारा टाइप करके की जाएगी और इसके व्योरो को गोपनीय रखा जाएगा।

13. प्रशंसनीय सेवा के किसी पक्ष, जिसके लिए विशेष उल्लेख करना जरूरी है, को गोपनीय रिकार्ड में भी संक्षेप में रिकार्ड किया जाता चाहिए। इसी तरह किए गए बंड और ऐसे बंड देने की परिस्थितियों का भी उल्लेख किया जाना चाहिए।

14. गोपनीय रिकार्ड अर्धवार्षिक रूप से तैयार किए जाने चाहिए, जिसकी अवधि जनवरी से जून और जुलाई से दिसम्बर होगी। ये रिकार्ड जुलाई और जनवरी समाप्त होने से पहले लिख जाएंगे और इसमें देरी नहीं होगी, जब तक कि ये याददाश्त और केवल नेमी कार्य न बन जाए।

15. गोपनीय रिकार्ड उस अधिकारी द्वारा तैयार किया जाएगा, जिसके अधीन कर्मचारी कार्य कर रहा है और इसे विभागाध्यक्ष के पास भेजा जाएगा, जो इसमें अपनी टिप्पणियाँ जोड़ कर यदि कोई हो उस पर प्रति हस्ताक्षर करेगा।

16. यदि किसी कर्मचारी के गोपनीय रिकार्ड में प्रतिकूल टिप्पणियाँ हैं, तो विभागाध्यक्ष इस नाम को कर्मचारी को सूचित करेगा। जहाँ टिप्पणियाँ ऐसी स्वभाव की हैं कि कर्मचारी को सलाह या केवल चेतावनी की जरूरत है, तो विभागाध्यक्ष ऐसा करेगा। अधिक संभोर मामलों में, विभागाध्यक्ष संबंधित कर्मचारी को अवसर देगा कि वह स्पष्टीकरण प्रस्तुत करे। कर्मचारी को दी गई सूचना तथा उसका उत्तर, यदि कोई हो, को वैयक्तिक फाइल में नक्की करेगा।

तथापि, जहाँ कहीं ऐसी प्रतिकूल टिप्पणियाँ नियम 16 के अनुसार कर्मचारी को सूचित नहीं की जाती हैं, तो मूल्यांकन के प्रयोजनार्थ यह समझा जाएगा कि 1976 के अंत तक की रिपोर्टों के संबंध में गोपनीय रिपोर्ट मौजूद हैं और 1977 से गोपनीय रिकार्डों के संबंध में 35 प्रतिशत न्यूनतम अंक प्रारंभ किए गए।

17. सभी कर्मचारियों को ये गोपनीय रिकार्ड कार्मिक प्रबन्धक द्वारा संभाव कर रखे जाएंगे और इनकी प्रावश्यकता पड़ने पर संदर्भ के लिए विभागाध्यक्ष को उपलब्ध कराया जाएगा।

## ग्रेडेशन सूची

18. नियुक्ति की प्रत्येक श्रेणी में कर्मचारियों की सापेक्ष बरिष्ठता संबंधी सूचियाँ अद्यतन रखी जाएंगी और ये कर्मचारियों की बरिष्ठता के आधार पर दावों का निर्णय करने के लिये मुख्य दस्तावेज होंगी।

19. नियुक्ति की किसी श्रेणी में व्यक्ति की बरिष्ठता स्थायी हैसियत और संजूर किए गए पद में उसकी प्रथम नियुक्ति की तारीख द्वारा निर्धारित की जाती है।

20. जहाँ उसी तारीख को उसी पद पर एक से अधिक व्यक्तियों को नियुक्त किया गया है, वहाँ उनकी बरिष्ठता नियमानुसार निर्धारित की जाएगी:

- (1) जहाँ नियुक्ति अथवा पदोन्नति द्वारा की जाती है, वहाँ चुने हुए उम्मीदवारों की योग्यता के आधार पर श्रेणीबद्ध किया जाएगा, जैसी परिशिष्ट III में व्यवस्था है।
- (2) यदि नियुक्ति सीधी भर्ती द्वारा की गई है, तो बरिष्ठता उस क्रम अनुसार निर्धारित की जाएगी, जिसमें नाम नियुक्तियां अथवा सूची के क्रम में आते हैं।

21. ग्रेडेशन सूची प्रथमतः तैयार की जाएगी और इसे नोटिस बोर्ड पर लगाया जाएगा तथा आपत्तियां, यदि कोई हों, आर्मिड की जाएंगी। ऐसी आपत्तियों पर विचार किया जाएगा और यदि इनकी पुष्टि की जा सके तो सूची में तदनुसार संशोधन किया जाएगा। तत्पश्चात् अंतिम सूची प्रकाशित की जाएगी।

तथापि वशत कि किसी कर्मचारी के अप्पावेदन के आधार पर कोई संशोधन प्रारंभ करने से पूर्व, ऐसे संशोधन द्वारा प्रभावित होने वाले अन्य व्यक्तियों को अवसर दिया जाएगा, ताकि वे प्रथम प्रार्थी के विषय अपने प्रति दावों का प्रस्तुत कर सकें। अंतिम आदेश जारी करने से पूर्व इन दावों पर भी विचार किया जाएगा।

22. सूची कर्मचारी के लिए उपलब्ध रहेगी, ताकि वह बरिष्ठता संबंधी किसी प्रकार के विवाद के संबंध में इसकी किसी भी समय देख सके।

23. सूची में सम्मिलित व्यक्तियों की नियुक्ति में या किसी व्यक्ति की बरिष्ठता को प्रभावित करने वाले आदेशों में संशोधन के परिणामस्वरूप ग्रेडेशन सूची में निरन्तर संशोधन किया जाएगा। परिवर्तनों को उसी समय शामिल किया जाएगा और सम्पूर्ण संशोधित सूची प्रति वर्ष या ऐसे लम्बे ऐसे अन्तरालों पर, जिन्हें प्रबन्धक निदेशक उचित समझे प्रकाशित की जाएगी।

### परिशिष्ट III

#### पदोन्नति के लिए मानक

1. पदोन्नति के लिए उम्मीदवारों की पात्रता पर रिकॉर्ड होने की तारीख को विद्यमान शर्तों के संघर्ष में विचार किया जाएगा। केवल उन्हीं व्यक्तियों को, जो निर्णायक तिथि को निर्धारित योग्यताएं और अनुभव रखते हैं, पदोन्नति पर विचार किया जाएगा। उन मामलों में, जिनमें पदों के भरने को रोक लिया गया है, उस तिथि को, जिसको प्रबन्ध निदेशक ने पदों को भरने के लिए मंजूरी दी है, इस द्वारा के प्रयोजनार्थ उत्पन्न हुई रिकॉर्डों की तिथि माना जाएगा।

2. तीन उम्मीदवारों से अधिक उम्मीदवारों की फीटर वर्ग में उनके रैंक, जिससे उनकी पदोन्नति की जानी है, के अनुसार प्रत्येक रिकॉर्ड के लिए विचार नहीं किया जाएगा।

3. केवल निम्न ग्रेड में सेवा के पूर्ण वर्षों की बरिष्ठता के प्रयोजनार्थ गणना की जाएगी। सेवा के सम्पूर्ण वर्ष में वर्ग में परिवीक्षा अवधि शामिल होगी, सिवाय विशेष आदेशों के आधार पर बढ़ाई गई परिवीक्षा की ऐसी अवधियों के।

4. अथवा बरिष्ठता, उपस्थिति में नियमितता तथा गोपनीय रिकॉर्डों के आधार पर होगा। व्यावहारिक या मौखिक परीक्षाएं (साक्षात्कार) और उच्च शैक्षणिक योग्यताएं भी पदोन्नति के लिए मानक के रूप में समझी जाएं।

5. प्रत्येक मव के लिए अंक अनुसूची में दिए गए व्योरे के अनुसार दिए जाएंगे।

6. ऐसे व्यक्ति जिन्होंने एक वर्ष में 50 दिनों से अधिक की बीसत पर बिना वेतन को छूटी सी है, जिसमें उस वर्ष से पूर्व, जब रिकॉर्ड हुई, तीन कैलेण्डर वर्षों के दौरान छूटी पर रहते हुए दुर्घटना के कारण बिना

वेतन के छूटी शामिल नहीं है की पदोन्नति पर विचार नहीं किया जाएगा ऐसे व्यक्तियों को, जिन्होंने उस वर्ष से पूर्व, जिसमें अयम किया गया है तीन कैलेण्डर वर्षों में बिना वेतन के छूटी नहीं सी है, इस प्रयोजनार्थ पूर्ण अंक प्राप्ति किए जाएंगे। अर्थों के मामले में यथानुसार कमी, निम्नानुसार की जाएगी:—

6-1. वेतन में नुकसान पर बिना छूटी	20 अंक
वेतन में नुकसान पर छूटी	
1 दिन	19 अंक
2 दिन	18 अंक
3 दिन	17 अंक
4 दिन	16 अंक
5 दिन	14 अंक
6 दिन	12 अंक
7 दिन	10 अंक
8 दिन	8 अंक
9 दिन	6 अंक
10 दिन	4 अंक
11 दिन	2 अंक
12 दिन या अधिक	0 अंक

6.2 पदोन्नति के लिए वेतन में नुकसान की गणना करते समय छूटी पर रहते हुए दुर्घटना के कारण वेतन में हानि को शामिल नहीं किया जाएगा। मुअत्तली के कारण वेतन में हानि की भी शामिल नहीं किया जाएगा, यदि अस्तित्व: कर्मचारी को दोषमुक्त किया जाता है या उसे मुअत्तली की अपेक्षा कम सजा दी जाती है।

7. अनुसूची में व्यवस्थित अधिकतम के अध्यक्षीन फीटर वर्ग में किसी कर्मचारी को सेवा के पूर्ण हुए प्रत्येक वर्ष के लिए दो अंक दिए जाएंगे।

8. इस वर्ष से पूर्व, जब रिकॉर्ड हुई, तीन कैलेण्डर वर्षों की अवधि के लिए गोपनीय रिकॉर्डों पर विचार किया जाएगा और अंक दिए जाएंगे। गोपनीय रिपोर्ट के न होने का अर्थ यह समझा जाएगा कि प्रमाणित रिपोर्ट संतोषजनक (भीसत) हैं। (संतोषजनक/भीसत का मतलब 50 अंक है)। ऐसे किसी उम्मीदवार की, जिसने 1976 तक की गोपनीय रिपोर्ट के संबंध में 50 प्रतिशत और 1977 के बाद से रिपोर्टों के संबंध में 35 प्रतिशत से कम अंक प्राप्त किए हैं, पदोन्नति पर विचार नहीं किया जाएगा। 1976 तक की गोपनीय रिपोर्टों के अंक निम्नानुसार होंगे —

उत्कृष्ट	100 अंक
भीसत से ऊपर	75 अंक
भीसत	50 अंक

9. शैक्षणिक योग्यताओं के लिए अंकों का आकलन निम्नानुसार किया जाएगा:—

#### प्रशासनिक

स्नातकोत्तर	20 अंक
स्नातक	15 अंक
इंटरमीडिएट/पी०यू०	
सी०/पी०डी०सी०	10 अंक
एस०एस०एल०सी०	5 अंक
तकनीकी:	
स्नातकोत्तर	20 अंक
स्नातक	15 अंक
3 वर्ष का डिप्लोमा	13 अंक
राष्ट्रीय व्यावसायिक प्रमाणपत्र/	
इंटरमीडिएट/पी०यू०सी०/	
पी०डी०सी०/	
आई०टी०आई०	10 अंक

वशत कि योग्यता उच्च पद के लिए संगत हो।



टिप्पणी :—

अनुसूची-1

व्यावसायिक योग्यता, अर्थात् आई० सी० डब्ल्यू० ए०/सेक्रेटरीशिप/व्यापार प्रबन्ध, प्राप्ति, रखने वाले स्नातकों को स्नातकोत्तर के समकक्ष माना जाएगा।

अधीनस्थ सेवा के पदों की सूची

## I. उत्पादन विभाग

1. प्रक्रिया (प्रोसेस) पर्यवेक्षक
2. पर्यवेक्षक (पैकिंग शेड और कच्चा मान)
3. चार्जहेड प्रक्रिया प्रचालक
4. सिलार्ड प्रचालक
5. प्रक्रिया (प्रोसेस) प्रचालक
6. फ्रेन प्रचालक
7. ट्रोली ड्राइवर
8. सफाई कार
9. वर्क सहायक

## II-ग्रीजार् विभाग

1. पर्यवेक्षक (ग्रीजार्)
2. चार्जहेड (ग्रीजार्)
3. ग्रीजार् यंत्रिक
4. वर्क सहायक

## III. इंजीनियरिंग विभाग :

1. पर्यवेक्षक (यांत्रिकी)
2. पर्यवेक्षक (बिजली)
3. पर्यवेक्षक (बायलर)
4. पर्यवेक्षक (एच बी पी और एफ आर पी)
5. पर्यवेक्षक (लैब बनिंग)
6. पर्यवेक्षक (सिविल)
7. सहायक ड्राफ्ट्समैन
8. चार्ज हेल्प्स
9. ड्रेसर
10. वर्क ओवर सियर
11. ब्लूप्रिन्टर
12. स्टाफ ड्राइवर
13. फिटर
14. प्लास्टिक लाइनर
15. रबड़ लाइनर
16. बिजली फिटर
17. ग्रीजर
18. बिजली मिस्त्री
19. इलेक्ट्रिक वाइरर
20. टैलीफोन मैकेनिक
21. लिफ्ट प्रचालक
22. टर्नर
23. मशीनिस्ट
24. प्लम्बर
25. लैब वर्कर
26. सेनिटरी प्लम्बर
27. आटोमोबाइल फिटर
28. मोल्डर
29. प्रशिक्षण एवं वास्तानुकूलित मैकेनिक
30. शीट फिटर
31. बर्कर
32. पेन्टर
33. स्टोन ड्रेसर
34. ब्रिक सियर
35. रिफ़ोर
36. लुहार

10. जहां कहीं एक से अधिक कर्मचारी को उसी तारीख से उच्च ग्रेड में प्रमोन्नत किया जाता है, इन मामलों में उच्च ग्रेड में वरिष्ठता प्रत्येक उम्मीदवार द्वारा चयन में प्राप्त किए गए अंकों के आधार पर निर्धारित की जाएगी। यदि वो उम्मीदवार एक जैसे अंक प्राप्त करते हैं, तो उनकी वरिष्ठता फीडर बर्ग में सेवा काल के आधार पर निर्धारित की जाएगी, वरिष्ठ कर्मचारी को कनिष्ठ कर्मचारी से ऊपर रखा जाएगा। तथापि, यदि फीडर बर्ग में भी सेवा काल दोनों का एक जैसा हो, तो उनकी वरिष्ठता कम्पनी में उनकी कुल सेवा के आधार पर निर्धारित की जाएगी। यदि कम्पनी में कुल सेवा भी एक जैसी है, तो वरिष्ठता उनकी आयु के आधार पर निर्धारित की जाएगी अर्थात् अधिक आयु के कर्मचारी को छोटी आयु के कर्मचारी से वरिष्ठ समझा जाएगा।

11. बर्ग-III में पद पर नियुक्ति/प्रोन्नति के लिए ट्रेड परीक्षा आयोजित की जाएगी। अन्य मामलों में मौखिक परीक्षा/साक्षात्कार आयोजित किया जाएगा। परीक्षा में 50 प्रतिशत या इससे अधिक अंक प्राप्त करने वाले उम्मीदवारों को ही प्रोन्नति के लिए विचार किया जाएगा।

जिन बर्गों के लिए अब कोई प्रयोगात्मक/लिखित/इंटरव्यू आयोजित नहीं किया जाता, उनके लिए उन्हीं नियमों का अनुपालन किया जाएगा।

## अनुबन्ध

## बर्ग-I

सहायक बी मैन, कनिष्ठ रसायनक, वरिष्ठ आशुलिपिक, पर्यवेक्षक, स्वागतो, स्टोर-कीपर, वरिष्ठ लिपिक।

1. प्रयोगात्मक/लिखित परीक्षा/इंटरव्यू	30 अंक
2. शैक्षणिक योग्यता	20 अंक
3. हाजिरी	20 अंक
4. गोपनीय लेखा	15 अंक
5. वरिष्ठता	15 अंक
	<hr/>
	100 अंक

## बर्ग-II

## चार्जहेड :—

1. प्रयोगात्मक/लिखित परीक्षा/इंटरव्यू	30 अंक
2. हाजिरी	20 अंक
3. गोपनीय लेखा	20 अंक
4. वरिष्ठता	30 अंक
	<hr/>
	100 अंक

## बर्ग-III

अधीनस्थ सेवा के सभी पद

1. वरिष्ठता	50 अंक
2. हाजिरी	30 अंक
3. गोपनीय लेखा	20 अंक
	<hr/>
	100 अंक

37. वर्क अश्रीक्षक
38. बायलर परिचर
39. सहायक बायलर परिचर
40. ड्राइवर
41. आटोमोबाइल क्लीनर
42. वर्क सहायक
43. पर्यवेक्षक (त्रिक लिनिंग एवं प्लम्बिंग)
44. पर्यवेक्षक (पेंटिंग)
45. पर्यवेक्षक (बकुई)
46. पर्यवेक्षक (यान)
47. पेन्टर (कलारमक)

## स्टोर्स

1. स्टोर कीपर
2. मुख्य खलासी
3. खलासी
4. स्टोर परिचर
5. स्टोर सहायक
6. सहायक स्टोर कीपर

## प्रशासनिक विभाग :

1. वरिष्ठ लिपिक
2. कनिष्ठ लिपिक—लोक सेवा आयोग के माध्यम से
3. वरिष्ठ आशुलिपिक
4. कनिष्ठ आशुलिपिक—लोक सेवा आयोग के माध्यम से
5. टाइपिस्ट—लोक सेवा आयोग के माध्यम से
6. स्वागोष्ठी
7. कनिष्ठ टाइम कीपर
8. रोटो प्रिन्टर आपरेटर—यथोक्त—
9. टेलीफोन आपरेटर—यथोक्त—
10. परिचर—यथोक्त—
11. अपरासी—यथोक्त—

## अनुसंधान और विकास, तकनीकी सेवा और वैश्लेषिक :

1. कनिष्ठ कैमिस्ट
2. सहायक कैमिस्ट
3. प्रयोगशाला परिचर
4. पुस्तकालय सहायक
5. पुस्तकालय हेल्पर

## कामिक विभाग :

1. प्रधान रसोइया
2. सहायक रसोइया
3. कैटीन स्टोर परिचर
4. कैटीन मजदूर
5. कैटीन क्लीनर
6. कल्याण सहायक
7. कैटीन सहायक—कनिष्ठ सहायक के रूप में पदनामित

## सुरक्षा विभाग :

1. मुख्य सुरक्षा गार्ड
2. सुरक्षा गार्ड
3. पर्यवेक्षक
4. प्रधान माली
5. माली
6. प्रधान धोबी
7. धोबी
8. सर सफाईकार

9. क्लीनर
10. स्केबेन्जर
11. स्केबेन्जर एवं स्वीपर
12. क्लीनर एवं स्वीपर
13. सफाईकार

## अनुसूची -II

नियुक्ति के लिए योग्यताएं तथा प्रणाली

उत्पादन विभाग

## 1. प्रक्रिया पर्यवेक्षक

(क) चार्ज हैड से प्रोन्नति :

1. चार्ज हैड के रूप में 3 वर्ष के अनुभव सहित एस० एस० एस० सी०; या
2. चार्ज हैड के रूप में 2 वर्ष के अनुभव सहित इन्टरमीडिएट/त्रि-डिग्री या पी० यू० सी० में उत्तीर्ण। या
3. एक वर्ष के अनुभव सहित रसायन तकनीकी/रसायन इंजीनियरिंग में डिप्लोमा।

(ख) सीधी भर्ती :

1. रसायन इंजीनियरिंग या रसायन तकनीकी में डिप्लोमा/रसायन शास्त्र में प्रथम या द्वितीय श्रेणी से बी० एस० सी० डिग्री।
2. पर्यवेक्षक (वैकिंग शूट और कच्चा माल)

(क) चार्ज हैड से प्रोन्नति :

1. तृतीय फार्म या सातवीं श्रेणी पास, चार्ज हैड के रूप में 5 वर्ष का अनुभव या ;
2. एस.एस.एल.सी. और चार्ज हैड के रूप में 3 वर्ष का अनुभव।

## 3. चार्ज हैड

(क) आपरेटर से प्रोन्नति :

1. तृतीय फार्म या छठी श्रेणी पास/आपरेटर के रूप में 5 वर्ष का अनुभव/या
2. एस.एस.एल.सी. और आपरेटर के रूप में 3 वर्ष का अनुभव।

## 4. आपरेटर

(क) कार्य सहायक से प्रोन्नति

1. तृतीय फार्म या सातवीं श्रेणी पास/उत्पादन विभाग में 5 वर्ष का अनुभव; या
2. उत्पादन विभाग में 2 वर्ष के अनुभव सहित एस.एस.एल.सी. या डिप्लोमा।

(ख) सीधी भर्ती :

1. प्री० डिग्री में पास या 6 मास के अनुभव सहित डिप्लोमा या
2. एस० एस० एस० सी० और पब्लिक लिमिटेड कम्पनी मैग्नेटिक रीजिस्ट्रार मैमिकल्स में 2 वर्ष का अनुभव

## 5. स्टोविंग आपरेटर

(क) कार्य सहायक से प्रोन्नति :

1. पांचवीं श्रेणी पास और उत्पादन विभाग में 5 वर्ष का अनुभव; या
2. साक्षरता और वैकिंग शूट में 10 वर्ष का अनुभव

(ख) सीधी भर्ती :

1. एस.एस.एल.सी. या
2. तृतीय फार्म या सातवीं श्रेणी पास।  
ट्रेड में निपुणता और ट्रेड टेस्ट पास।

## 6. फ्रेन आपरेटर

## (क) सीधी भर्ती

1. औद्योगिक प्रशिक्षण संस्थान—किसी भी ट्रेड में एक वर्ष का प्रशिक्षण; या
2. फ्रेन आपरेटर के रूप में 3 वर्ष का अनुभव—ई० ओ० टी० फ्रेन में अनुभव रखने वाले को बरीयता दी जाएगी; या
3. एस एस एल सी—ट्रेड टेस्ट में पास।

## 7. ट्रोली ड्राइवर

## (क) सीधी भर्ती:

1. एल० एम० बी० ड्राइविंग लाइसेंस-औद्योगिक प्रशिक्षण संस्थान से मोटर मैकेनिक ट्रेड पास—ट्रेड टेस्ट में पास को बरीयता।

## (ख) वर्क असिस्टेंट से प्रोन्नति

एल० एम० बी० ड्राइविंग लाइसेंस और कम्पनी में 2 वर्ष का अनुभव।

## 8. वर्क सहायक

## (क) कैंटीन से स्थानांतरण:

1. कैंटीन में 2 वर्ष के अनुभव सहित कैंटीन मजदूर क्लोनर।

## (ख) सीधी भर्ती:

1. एस एस एल सी पास।

## औजार विभाग

## 1. पर्यवेक्षक

## (क) चार्ज हैड से प्रोन्नति:

1. चार्ज हैड के रूप में 5 वर्ष का अनुभव सहित तृतीय फार्म या सातवीं श्रेणी पास।
2. चार्ज हैड के रूप में 2 वर्ष के अनुभव सहित औद्योगिक प्रशिक्षण संस्थान से इन्स्ट्रूमेंट मैकेनिक पास। या
3. इलेक्ट्रिकल इंजीनियरिंग इन्स्ट्रूमेंटेशन में डिप्लोमा चार्ज हैड के रूप में एक वर्ष का अनुभव सहित भौतिक शास्त्र में डिग्री।

## (ख) सीधी भर्ती

1. इन्स्ट्रूमेंट न/इलेक्ट्रोनिक्स में डिप्लोमा या
2. 3 वर्ष के अनुभव सहित मैकेनिकल/इलेक्ट्रिकल इंजीनियरिंग में डिप्लोमा या
3. पब्लिक लि० कम्पनी में 3 वर्ष के अनुभव सहित भौतिक शास्त्र में डिग्री।

## 3. चार्ज हैड

## (क) इन्स्ट्रूमेंट मैकेनिक से प्रोन्नति

1. तृतीय फार्म या सातवीं श्रेणी पास इन्स्ट्रूमेंट मैकेनिक के रूप में 5 वर्ष का अनुभव या
2. औद्योगिक प्रशिक्षण संस्थान से इन्स्ट्रूमेंट मैकेनिक पास और इन्स्ट्रूमेंट मैकेनिक के रूप में 2 वर्ष का अनुभव या-  
टिप्पणी :— संशोधन पृष्ठ 29 पर देखें।

## (ख) सीधी भर्ती

1. इन्स्ट्रूमेंटेशन/इलेक्ट्रोनिक्स/मैकेनिकल/इलेक्ट्रिकल इंजीनियरिंग में डिप्लोमा या
2. भौतिक शास्त्र में डिग्री और पब्लिक लि० कम्पनी में ट्रेड में एक वर्ष का अनुभव

## 3. इन्स्ट्रूमेंट मैकेनिक

## (क) वर्क सहायक से प्रोन्नति

1. टेस्ट द्वारा प्रमाणीकृत मनबालम पढ़ने और लिखने की योग्यता और औजार अनुभाग में 8 वर्ष का अनुभव या
2. तृतीय फार्म या सातवीं श्रेणी पास और औजार अनुभाग में 5 वर्ष का अनुभव या
3. आई० टी० आई० और या औजार अनुभाग में 2 वर्ष का अनुभव या
4. भौतिक शास्त्र में स्नातक।

## (ख) सीधी भर्ती

1. इन्स्ट्रूमेंटेशन में आई० टी० आई० पास और किसी पब्लिक लिमिटेड कम्पनी में 2 वर्ष का अनुभव या
2. भौतिक शास्त्र में स्नातक।

## 4. वर्क सहायक

## (क) सीधी भर्ती

1. इन्स्ट्रूमेंट मैकेनिक ट्रेड में आई० टी० आई० या
2. भौतिक शास्त्र में स्नातक

## इंजीनियरिंग विभाग

## 1. पर्यवेक्षक (मैकेनिकल)

## (क) चार्ज हैड से प्रोन्नति

1. टेस्ट द्वारा प्रमाणीकृत अंग्रेजी पढ़ने और लिखने की योग्यता और चार्ज हैड फिटर के रूप में 5 वर्ष का अनुभव या।
2. आई० टी० आई० से फिटिंग में प्रमाणपत्र और चार्ज हैड फिटर के रूप में 2 वर्ष का अनुभव या
3. एम० एम० एल० सी० और मैकेनिकल अनुभाग में चार्ज हैड के रूप में 3 वर्ष का अनुभव या

## (ख) सीधी भर्ती

1. मैकेनिकल इंजीनियरिंग में डिग्री या
2. इंजीनियरिंग में 3 वर्ष का डिप्लोमा और पब्लिक लिमिटेड कम्पनी में ट्रेड में 3 वर्ष का अनुभव

## 2. पर्यवेक्षक (इलेक्ट्रिकल)

## (क) चार्ज हैड से प्रोन्नति

1. टेस्ट द्वारा प्रमाणित अंग्रेजी लिखने और पढ़ने की योग्यता और इलेक्ट्रिकल अनुभाग में चार्ज हैड के रूप में 5 वर्ष का अनुभव या
2. इलेक्ट्रिकल में आई० टी० आई० प्रमाण पत्र और इलेक्ट्रिकल अनुभाग में चार्ज हैड के रूप में 2 वर्ष का अनुभव या
3. एस एस एल सी और इलेक्ट्रिकल अनुभाग में चार्ज हैड के रूप में 3 वर्ष का अनुभव

## (ख) सीधी भर्ती

1. इलेक्ट्रिकल इंजीनियरिंग में डिग्री या
2. इंजीनियरिंग में 3 वर्ष का डिप्लोमा और पब्लिक लिमिटेड कम्पनी में ट्रेड में 3 वर्ष का अनुभव

## 3. पर्यवेक्षक (ब्रिक-लाइनर और प्लम्बिंग)

## (क) चार्ज हैड ब्रिक लाइनर/सैनिटरी प्लम्बर/वर्क ओवरसियर/वर्क अधीक्षक से प्रोन्नति

1. अंग्रेजी पढ़ने और लिखने की योग्यता और चार्ज हैड ब्रिक लाइनर/सैनिटरी प्लम्बर/वर्क ओवरसियर/वर्क अधीक्षक के रूप में 5 वर्ष का अनुभव या
2. एस० एस० एल० सी० और चार्ज हैड ब्रिक-लाइनर/सैनिटरी प्लम्बर/वर्क ओवरसियर/वर्क अधीक्षक के रूप में 3 वर्ष का अनुभव या

3. सर्वेक्षण और सैबलिंग में आई० टी० आई० तथा चार्ज हंड ब्रिक-लाइनर/सिनिटरी प्लम्बर/वर्क ओवरसियर/कार्य अधीक्षक के रूप में 2 वर्ष का अनुभव
- (ख) सीधी भर्ती  
सिविल इंजीनियरिंग में डिप्लोमा ।
4. पर्यवेक्षक (पेंटिंग)  
(क) चार्ज हंड पेंटर/वर्क ओवरसियर/वर्क अधीक्षक से प्रोन्नति ।  
1. अंग्रेजी पढ़ने और लिखने की योग्यता और चार्ज हंड पेंटर/वर्क ओवरसियर/कार्य अधीक्षक के रूप में 5 वर्ष का अनुभव या  
2. एस० एस० एल० सी० और चार्ज हंड पेंटर/वर्क ओवरसियर/वर्क अधीक्षक के रूप में 3 वर्ष का अनुभव
- (ख) सीधी भर्ती  
सिविल इंजीनियरिंग में डिप्लोमा ।
5. पर्यवेक्षक (बढ़ईगिरि)  
(क) चार्ज हंड बढ़ई/वर्क ओवरसियर/वर्क अधीक्षक से प्रोन्नति  
1. अंग्रेजी पढ़ने और लिखने की योग्यता और चार्ज हंड बढ़ई/वर्क ओवरसियर/अधीक्षक के रूप में 5 वर्ष का अनुभव या  
2. एस० एस० एल० सी० और चार्ज हंड बढ़ई/वर्क ओवरसियर/अधीक्षक के रूप में 3 वर्ष का अनुभव या  
3. बढ़ईगिरि/सर्वेक्षण और सैबलिंग में आई० टी० आई० और चार्ज हंड बढ़ई/वर्क ओवरसियर/अधीक्षक के रूप में 2 वर्ष का अनुभव या
- (ख) सीधी भर्ती  
सिविल इंजीनियरिंग में डिप्लोमा और पब्लिक लिमिटेड कम्पनी में ट्रेड में 3 वर्ष का अनुभव ।
6. पर्यवेक्षक (बायलर)  
(क) बायलर परिवर से प्रोन्नति  
1. बायलर परिवर के रूप में 5 वर्ष के अनुभव सहित परीक्षा द्वारा प्रमाणित अंग्रेजी पढ़ने और लिखने की योग्यता बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी का सक्षमता प्रमाणपत्र या  
2. बायलर परिवर के रूप में 3 वर्ष के अनुभव सहित एस० एस० एल० सी० बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी का सक्षमता प्रमाणपत्र ।
- (ख) सीधी भर्ती  
1. बी० एस० सी० इंजीनियरिंग (मैके०) प्रथम श्रेणी और बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी का सक्षमता प्रमाणपत्र ।  
या  
2. किसी सार्वजनिक लिमिटेड कम्पनी में 3 वर्ष के अनुभव सहित मैकेनिकल इंजीनियरिंग में डिप्लोमा और बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी का प्रमाण-पत्र
7. पर्यवेक्षक (एच० डी० पी० और एफ० आर० पी०)  
(क) चार्ज हंड से प्रोन्नति  
1. परीक्षा द्वारा प्रमाणित अंग्रेजी पढ़ने और लिखने की योग्यता तथा चार्ज हंड के रूप में पांच वर्ष का अनुभव, या  
2. चार्ज हंड के रूप में 2 वर्ष के अनुभव सहित फिटिंग या वैल्वींग में औद्योगिक प्रशिक्षण संस्थान से प्रमाण-पत्र  
या  
3. चार्ज हंड के रूप में 3 वर्ष के अनुभव सहित एस० एस० एल० सी०

- (ख) सीधी भर्ती  
1. मैकेनिकल इंजीनियरिंग में डिप्लोमा  
2. एच० डी० पी० और एफ० आर० पी० मोल्डिंग और फैब्रिकेशन कार्य में 3 वर्ष के अनुभव सहित मैकेनिकल इंजीनियरिंग में डिप्लोमा
8. पर्यवेक्षक (लीड बनग)  
(क) चार्ज हंड से प्रोन्नति  
1. परीक्षा द्वारा प्रमाणित अंग्रेजी पढ़ने और लिखने की योग्यता तथा चार्ज हंड लीड बनग/लीड प्लम्बर के रूप में पांच वर्ष का अनुभव  
या  
2. चार्ज हंड के रूप में 2 वर्ष के अनुभव सहित वेल्डिंग में औद्योगिक प्रशिक्षण संस्थान से प्रमाणपत्र  
या  
3. चार्ज हंड के रूप में 3 वर्ष के अनुभव सहित एस० एस० एल० सी०
- (ख) सीधी भर्ती  
1. मैकेनिकल इंजीनियरी में डिप्लोमा  
या  
2. किसी सार्वजनिक लिमिटेड कम्पनी में उद्योग में 3 वर्ष के अनुभव सहित मैकेनिकल इंजीनियरिंग में डिप्लोमा ।
9. पर्यवेक्षक (सिविल)  
(क) ओवरसियर से प्रोन्नति  
1. ओवरसियर के रूप में 5 वर्ष के अनुभव सहित सर्वेक्षण और सैबलिंग में आई० टी० आई० या समकक्ष प्रमाणपत्र  
या  
2. ओवरसियर के रूप में 3 वर्ष के अनुभव सहित एल. सी. ई. या डी. सी. ई.
- (ख) सीधी भर्ती  
1. किसी सार्वजनिक लिमिटेड कम्पनी में उद्योग में 3 वर्ष के अनुभव सहित सिविल इंजीनियरिंग में डिप्लोमा  
या  
2. सिविल इंजीनियरिंग में डिप्लोमा
10. सहायक-प्राक्पकार (ड्राफ्ट्समैन)  
(क) अनुरेखक (ट्रेसर) से प्रोन्नति  
1. किसी ड्राईंग आफिस में अनुरेखक (ट्रेसर) के रूप में 3 वर्ष के अनुभव सहित औद्योगिक प्रशिक्षण संस्थान से ड्राफ्ट-मैनशिप या समकक्ष प्रमाणपत्र
- (ख) सीधी भर्ती  
1. किसी सार्वजनिक लिमिटेड कम्पनी के ड्राईंग आफिस में 3 वर्ष के अनुभव सहित इंजीनियरिंग में डिप्लोमा  
या  
2. सिविल/मैकेनिकल/इलेक्ट्रिकल इंजीनियरिंग में डिप्लोमा
11. अनुरेखक (ट्रेसर)  
(क) ब्लू प्रिन्टर से प्रोन्नति  
1. ब्लू प्रिन्टर के रूप में 5 वर्ष का अनुभव
- (ख) सीधी भर्ती  
1. औद्योगिक प्रशिक्षण संस्थान से ड्राफ्ट्समैनशिप में प्रमाण-पत्र या समकक्ष ।

## 12. धोवर सियर

## (क) सीधी भर्ती

1. सर्वेगाई धोवर सेवलिग या ड्राफ्टमैनशीप या समकक्ष में आई. टी. आई. या समकक्ष प्रमाणपत्र और दो वर्ष का अनुभव

या

2. सिविल इंजीनियरिंग में डिप्लोमा।

## 13. ब्लू प्रिंटर

## (क) सीधी भर्ती

1. III फार्म या 7वें स्तर तक की परीक्षा पास ब्लू प्रिंटिंग में अनुभव—ट्रेड टेस्ट पास

## 14. चार्ज हैण्ड

## (क) ट्रेड्समैन से प्रोन्नति

1. ट्रेड्समैन के रूप में संबंधित ट्रेड में 8 वर्ष के अनुभव सहित अंग्रेजी पढ़ने और लिखने की योग्यता या
2. संबंधित ट्रेड में ट्रेड्समैन के रूप में 5 वर्ष के अनुभव सहित III फार्म या 7वें स्तर तक की परीक्षा पास
3. संबंधित ट्रेड में औद्योगिक प्रशिक्षण संस्थान से प्रमाणपत्र और ट्रेड्समैन के रूप में 3 वर्ष का अनुभव।

## (ख) सीधी भर्ती

1. संबंधित शाखा में इंजीनियरिंग में डिप्लोमा

## 15. ट्रेड्समैन

## (क)

1. फिटर/प्लास्टिक लाइनर/इलेक्ट्रिक फिटर/मीजर (ट्रेड फिटर)
2. इलेक्ट्रीशियन/इलेक्ट्रिक वाईरडर/टेलीफोन मैकेनिक/लिफ्ट आपरेटर (ट्रेड इलेक्ट्रीशियन)
3. वैल्वर/लीड वर्नर (ट्रेड वैल्विंग)
4. टर्नर
5. मशीनिस्ट
6. प्लम्बर-लीड/सेनीटर
7. फिटर (आटोमोबाइल)
8. मोल्डर
9. रफोजीरेशन और एयर कंडीशनिंग मैकेनिक
10. शिट/फोर्टर
11. कार्पोन्टर
12. ब्लैकस्मिथ

## (अ) बर्क सहायक से प्रोन्नति

1. संबंधित अनुभाग में 8 वर्ष के अनुभव सहित मलयालम पढ़ने और लिखने की योग्यता

या

2. संबंधित अनुभाग में 5 वर्ष के अनुभव सहित III फार्म या 7वें स्तर तक की परीक्षा पास

या

3. संबंधित अनुभाग में 2 वर्ष के अनुभव सहित औद्योगिक प्रशिक्षण संस्थान से संबंधित ट्रेड में आई. टी. आई. प्रमाणपत्र

## (आ) सीधी भर्ती

1. किसी सार्वजनिक लिमिटेड कंपनी में 2 वर्ष के अनुभव सहित संबंधित ट्रेड में औद्योगिक प्रशिक्षण संस्थान या समकक्ष प्रमाणपत्र

## (ख) 1. पेन्टर

2. स्टोन सेटर

## 3. ब्रिक सेयर

## 4. रिगर

## 5. रबड़ लाइनर

## (अ) बर्क सहायक से प्रोन्नति

1. संबंधित अनुभाग में बर्क सहायक के रूप में 8 वर्ष के अनुभव सहित मलयालम पढ़ने और लिखने की योग्यता

या

2. संबंधित अनुभाग में 5 वर्ष के अनुभव सहित III फार्म या 7वें स्तर तक की परीक्षा पास

## (आ) सीधी भर्ती

1. ट्रेड में 5 वर्ष के अनुभव सहित III फार्म या 7वें स्तर तक की परीक्षा पास ट्रेड टेस्ट पास ट्रेड में वक्षता।  
पेन्टर (आर्टिस्टिक)

## (क) बर्क सहायक से प्रोन्नति

1. ट्रेड में 5 वर्ष के अनुभव सहित III फार्म या 7वें स्तर तक परीक्षा पास

## (ख) सीधी भर्ती

1. किसी सार्वजनिक लिमिटेड कंपनी में आर्टिस्टिक, पेन्टिंग के काम में 2 वर्ष के अनुभव सहित एस० एस० एल० सी०

## 16. बायलर परिचर

## (क) सहायक बायलर परिचर से प्रोन्नति

1. सहायक बायलर परिचर के रूप में 2 वर्ष के अनुभव सहित बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी सक्षमता प्रमाण पत्र

## (ख) सीधी भर्ती

1. बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी सक्षमता प्रमाण पत्र एस० एस० एल० सी०

## 17. सहायक बायलर परिचर

## (क) सीधी भर्ती

1. बायलर निरीक्षणालय द्वारा जारी किया गया द्वितीय श्रेणी सक्षमता प्रमाण पत्र एस० एस० एल० सी०

## 18. बालक (ड्राइवर)

## (क) सीधी भर्ती :

- एस० एस० एल० सी० हेवी इन्ट्री गाड़ियों के लिए मोटर ड्राइविंग लाइसेंस-ड्राइविंग का 3 वर्ष का अनुभव-मिलिट्री सेवा बांछनीय।

(पृष्ठ 33 पर संशोधन देखें)

## 19. स्टाफ ड्राइवर

## (क) ड्राइवर से प्रोन्नति

1. किसी कंपनी में ड्राइवर के रूप में कम से कम 3 वर्ष का अनुभव

## 20. बर्क सहायक :

## (क) सीधी भर्ती :

1. इंजीनियरिंग ट्रेड्स में औद्योगिक प्रशिक्षण संस्थान का प्रमाण पत्र—एस० एस० एल० सी०

## 21. आटोमोबाइल क्लीनर :

## (क) सीधी भर्ती :

1. मोटर मैकेनिक के रूप में औद्योगिक प्रशिक्षण प्रमाण-पत्र

पृष्ठ 32 पर  
तारीख 9-10-1979  
का एमबी आदेश संख्या  
046/79 का संशोधन  
देखें

## 22. पर्यवेक्षक (व्हीकल्स)

### (क) स्टाफ ड्राइवर से प्रोन्नति

1. स्टाफ ड्राइवर के रूप में 5 वर्ष के अनुभव सहित परीक्षा द्वारा प्रमाणित लिखने और पढ़ने की योग्यता।

## इंजीनियरिंग विभाग (भण्डार)

### 1. भण्डारी (स्टोर कीपर)

#### (क) प्रोन्नति:

1. भण्डार के कार्य में 5 वर्ष के अनुभव सहित एस० एस० एल० सी०

#### (ख) सीधी भर्ती:

1. किसी वाणिज्यिक या औद्योगिक उपक्रमों में भण्डार के कार्य में 3 वर्ष के अनुभव सहित स्नातक

### 2. सहायक भण्डारी (स्टोर कीपर)

#### (क) सीधी भर्ती:

1. सार्वजनिक लिमिटेड कंपनी में 2 वर्ष के अनुभव सहित किसी मान्यता प्राप्त विश्वविद्यालय से स्नातक

### 3. मुख्य लसकर:

#### (क) लसकर से प्रोन्नति

1. लसकर के रूप में 5 वर्ष के अनुभव सहित III फार्म या 7वें स्तर की परीक्षा पास

### 4. लसकर

#### (क) सीधी भर्ती:

1. एस० एस० एल० सी० फेल या पास—औद्योगिक प्रशिक्षण संस्थान से अधिमान्यता

### 5. भण्डार परिचर:

#### (क) वर्क सहायक या लसकर से प्रोन्नति

1. भण्डार सामग्री जारी करने में 3 वर्ष के अनुभव सहित एस० एस० एल० सी०

### 6. भण्डार सहायक:

#### (क) सीधी भर्ती:

1. एस० एस० एल० सी० या समकक्ष प्रशासनिक विभाग

### 1. बरिष्ठ लिपिक:

#### (क) कनिष्ठ लिपिक/कनिष्ठ टाइपकीपर/भण्डार सहायक/टाइपिस्ट बर्गर्स पी० एस० सी० के नियम के अनुसार से प्रोन्नति स्नातकोत्तर या

कनिष्ठ लिपिक/कनिष्ठ टाइप कीपर/भण्डार सहायक के रूप में 3 वर्ष के अनुभव सहित स्नातक या 5 वर्ष के अनुभव सहित एस० एस० एल० सी०

#### (ख) सीधी भर्ती:

पी० एस० सी० के माध्यम से

नोट: पृष्ठ 29, 30 और 31 पर जारी किये गए संशोधन एस० डी० आदेश सं० 028/78, तारीख 26-8-1978, एस० डी० आदेश 053/80 तारीख 16-10-1980 और एस० डी० आदेश संख्या 074/80 तारीख 30-12-80 देखें

### 2. कनिष्ठ लिपिक:

#### (क) परिचर से प्रोन्नति

1. लिपिकीय स्वरूप के कार्य में 3 वर्ष के अनुभव सहित एस० एस० एल० सी० टैस्ट में पास

#### (ख) पी० एस० सी० द्वारा सीधी भर्ती:

1. विज्ञान/कला/वाणिज्य में स्नातक वांछनीय-टाइपिंग और ग्राटिंज में डिप्लोमा (इंगलिश लोअर) या टाइपराइटिंग और ग्राटिंज (इंगलिश) के० जी० टी० ई०/एस० जी० टी० ई० (लोअर) पृष्ठ 29 और 30 पर संशोधन देखें (एस० डी० आदेश संख्या 028/78, तारीख 26-8-78)

### 3. बरिष्ठ आशुलिपिक:

#### (क) कनिष्ठ आशुलिपिक से प्रोन्नति:

1. कनिष्ठ आशुलिपिक के रूप में 5 वर्ष का अनुभव

### 4. कनिष्ठ आशुलिपिक:

#### (क) पी० एस० सी० द्वारा सीधी भर्ती:

मान्यता प्राप्त विश्वविद्यालय से स्नातक-केजीटीई (हायर) या टाइपराइटिंग और ग्राटिंज में समकक्ष प्रमाण-पत्र

### 5. टाइपिस्ट:

#### (क) परिचर/चपरासी से प्रोन्नति

1. टाइपराइटिंग में के जी टी ई सहित एस० एस० एल० सी० या टाइपराइटिंग में समकक्ष परीक्षा परिचर के रूप में 3 वर्ष का अनुभव पृष्ठ 29 और 30 पर जारी किए गए संशोधन एस० डी० संख्या 028/78 तारीख 26-8-1978 देखें

#### (ख) लोक सेवा आयोग के माध्यम से सीधी भर्ती

### 6. स्वरासी:

#### (क) सीधी भर्ती:

1. प्रथम या द्वितीय श्रेणी में एस० ए०/एस० एस० सी० अंग्रेजी बोलने में प्रवीणता

### 7. कनिष्ठ टाइप कीपर:

#### (क) परिचर से प्रोन्नति:

1. परिचर के रूप में 3 वर्ष के अनुभव सहित एस० एस० एल० सी०

#### (ख) सीधी भर्ती:

1. किसी मान्यता प्राप्त विश्वविद्यालय से स्नातक

### 8. रोटोप्रिंट आपरेटर:

#### (क) परिचर/चपरासी से प्रोन्नति:

1. III फार्म या समकक्ष योग्यता और गेस्टेटर और रोटोप्रिंट मशीन पर काम करने, उसे चलाने और उसके रख-रखाव का अनुभव

#### (ख) पी० एस० सी० द्वारा सीधी भर्ती

### 9. टेलीफोन आपरेटर:

#### (क) परिचर/चपरासी से प्रोन्नति

1. एस० एस० एल० सी० या समकक्ष योग्यता और पी० एस० डी० एस० आदेश सं० 028/78 तारीख 26-8-1978 देखें

10. परिवार :

(क) अपरासी से प्रोन्नति :

1. एस० एस० एल० सी० शारीरिक रूप से स्वस्थ और अपरासी के रूप में पांच वर्ष का अनुभव

(ख) पी० एम० सी० से सीधी भर्ती :

1. मान्यता प्राप्त विश्वविद्यालय से स्नातक
2. अपरासी

(क) पी० एम० सी० द्वारा सीधी भर्ती :

1. एस० एस० एल० सी० अनुसंधान और विकास विभाग तकनीकी सेवाएं और विशेषज्ञतात्मक।

1. कनिष्ठ कैमिस्ट

(क) सहायक कैमिस्ट से प्रोन्नति :

1. सहायक कैमिस्ट के रूप में 6 वर्ष के अनुभव सहित इंटरमीडिएट या समकक्ष परीक्षा जिसमें रसायन शास्त्र एक विषय के रूप में हो

या

2. सहायक कैमिस्ट के रूप में 3 वर्ष के अनुभव सहित रसायन शास्त्र के साथ बी० एस सी०

(ख) सीधी भर्ती

1. रसायन शास्त्र के साथ प्रथम श्रेणी में बी० एस सी०

या

2. रसायन शास्त्र के साथ द्वितीय श्रेणी में एम० एस सी०

2. सहायक कैमिस्ट :

(क) सीधी भर्ती :

1. रसायन शास्त्र के साथ द्वितीय श्रेणी में पृष्ठ 30 पर संशोधन बी० एम० सी० डिग्री देखें

3. प्रयोगशाला परिवार :

(क) प्रयोगशाला में कार्य सहायक से प्रोन्नति

1. III फार्म या 7वें स्तर तक की परीक्षा और बर्क सहायक के रूप में प्रयोगशाला में 5 वर्ष का अनुभव।

4. पुस्तकालय सहायक

(क) सीधी भर्ती

1. पुस्तकालय विज्ञान में डिप्लोमा सहित एस० एस० एल० सी०

5. पुस्तकालय हेल्पर :

(क) सीधी भर्ती

1. III फार्म या 7 वें स्तर तक की परीक्षा—पुस्तकालय में 2 वर्ष का अनुभव

कामिक विभाग

1. हेड कुक (मुख्य रसोइया)

(क) सहायक रसोइया से प्रोन्नति

1. साक्षरता सहित सहायक रसोइया के रूप में 5 वर्ष का अनुभव

(ख) सीधी भर्ती

1. III फार्म या 7वें स्तर की परीक्षा पास औद्योगिक/विभागीय केन्टीन में कुक के रूप में कम से कम 5 वर्ष का अनुभव।

2. सहायक रसोइया

(क) केन्टीन मजदूर से प्रोन्नति

1. III फार्म या 7वें स्तर की परीक्षा और केन्टीन मजदूर के रूप में 5 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. III फार्म या 7वें स्तर की परीक्षा—औद्योगिक या विभागीय केन्टीन में अनुभव बांछनीय

3. केन्टीन भण्डार परिवार

(क) केन्टीन मजदूर से प्रोन्नति

1. एस० एस० एल० सी० पास या फैल और केन्टीन मजदूर के रूप में 2 वर्ष का अनुभव

(ख) सीधी भर्ती

1. एस० एस० एल० सी० और औद्योगिक केन्टीन में 3 वर्ष का अनुभव

4. केन्टीन मजदूर/बलीनर

(क) सीधी भर्ती

1. III फार्म या 7वें स्तर तक की परीक्षा—औद्योगिक या विभागीय केन्टीन में अनुभव बांछनीय

5. केन्टीन सहायक

(क) सीधी भर्ती

किसी मान्यता प्राप्त विश्व विद्यालय से स्नातक की उपाधि और किसी सरकारी लिमिटेड कंपनी में 2 वर्ष का अनुभव

(केन्टीन सहायक को कनिष्ठ सहायक के रूप में पदनामित किया गया है)

सुरक्षा विभाग

1. मुख्य सुरक्षा गार्ड

(क) सुरक्षा गार्ड से प्रोन्नति

1. सुरक्षा गार्ड के रूप में 10 वर्ष के अनुभव सहित परीक्षा द्वारा प्रमाणित—मलयालम पढ़ने और लिखने की योग्यता

या

2. सुरक्षा गार्ड के रूप में 5 वर्ष के अनुभव सहित 5वें स्तर की परीक्षा पास

या

3. सुरक्षा गार्ड के रूप में 3 वर्ष के अनुभव सहित III फार्म या 7वें स्तर की परीक्षा पास

या

4. सुरक्षा गार्ड के रूप में 2 वर्ष के अनुभव सहित एस० एस० एल० सी०

(ख) सीधी भर्ती

1. एस० एस० एल० सी० या समकक्ष मिलिट्री सेवा में हवलदार के रूप में 5 वर्ष का अनुभव बांछनीय

शारीरिक मापवण्ड : लम्बाई 5 फुट 5 इंच  
छाती : 32 से 34 इंच

2. सुरक्षा गार्ड

(क) सीधी भर्ती

1. एस० एस० एल० सी० पास—मिलिट्री सेवा बांछनीय शारीरिक मापवण्ड : लम्बाई 5 फुट 5 इंच और छाती 32 से 34 इंच

3. पर्यवेक्षक (गार्ड)

(क) चार्जहेण्ड से प्रोन्नति

1. III फार्म या 7वें स्तर की परीक्षा पास—चार्जहेण्ड के रूप में 3 वर्ष का अनुभव

## (ब) सीधी भर्ती

1. किसी माध्यता प्राप्त विश्वविद्यालय से स्नातक

## 4. हैड गार्डनर

## (क) गार्डनर से प्रोन्नति

1. साक्षरता और शारीरिक रूप से स्वस्थ तथा गार्डनर के रूप में 5 वर्ष का अनुभव

## 5. गार्डनर

## (क) सीधी भर्ती

1. III फार्म या 7वें स्तर की परीक्षा पास

## 6. हैड धोबी

## (क) धोबी से प्रोन्नति

1. साक्षरता और शारीरिक रूप से स्वस्थ तथा धोबी के रूप में 5 वर्ष का अनुभव

## 7. धोबी

## (क) सीधी भर्ती

1. III फार्म या 7वें स्तर की परीक्षा पास ट्रेड में वक्षता

## 8. एस० आई० आर० सफाईकार

## (क) स्केवेंजर, स्केवेंजर-ब-स्वीपर क्लीनर/क्लीनर व स्केवेंजर/सफाईकार से प्रोन्नति

1. साक्षरता और शारीरिक रूप से स्वस्थ तथा स्केवेंजर के रूप में 5 वर्ष का अनुभव

## 9. क्लीनर

## 10. स्केवेंजर

## 11. स्केवेंजर-ब-स्वीपर

## 12. क्लीनर-ब-स्वीपर

## 13. सफाईकार

## (क) सीधी भर्ती

1. III फार्म या 7वें स्तर तक परीक्षा पास ट्रेड में वक्षता

## वर्कस प्रबंधक का कार्यालय

1. कम्पाउंडर व फार्मैसिट (फार्मैसिट के रूप में पदनामित)

## (क) सीधी भर्ती/प्रतिनियुक्ति

1. फार्मैसी में डिप्लोमा

प्रांतीय किसी प्रतिष्ठित अस्पताल में 3 वर्ष का अनुभव/मसिंग का ज्ञान

## उत्पादन विभाग

## 1. बेईंग अपरेटर

## (क) वर्क सहोपक से प्रोन्नति

1. 8वीं कक्षा पास और उत्पादन विभाग में पैकरों के रूप में 5 वर्ष का अनुभव

या

2. साक्षरता के साथ पैकरों में से पैकिंग शोध में 10 वर्ष का अनुभव

## (ब) सीधी भर्ती

1. एस० एस० एल० सी० या

2. III फार्म या 7वें स्तर तक की परीक्षा ट्रेड में वक्षता और ट्रेड परीक्षा पास ।

## द्राबनकोर टिटेनियम प्रोजेक्ट्स लिमिटेड, त्रिवेन्द्रम संशोधन

## संशोधन संख्या-1

पद चार्ज हैण्ड इंट्रूमेंट्स

संशोधित मशीनरी सेवा नियमों में चार्ज हैण्ड (इंट्रूमेंट्स) के पद में प्रोन्नति के लिए निर्धारित ग्रहणार्थों में निम्नप्रकार से संशोधन किया जाता है :

(1) अंग्रेजी पढ़ने और लिखने की योग्यता जैसी की परीक्षा द्वारा प्रमाणित हों, तथा इन्स्ट्रूमेंट मैकेनिक के रूप में 8 वर्ष का अनुभव ।

या

(2) III फार्म या VII का वर्ग पास तथा इन्स्ट्रूमेंट मैकेनिक के रूप में 5 वर्ष का अनुभव ।

या

(3) औद्योगिक प्रशिक्षण संस्थान (आई० टी० आई०) प्रमाण तथा इन्स्ट्रूमेंट मैकेनिक के रूप में दो वर्ष का अनुभव ।

ह०

सहायक प्रबंधक

हृते प्रबंध निदेशक

## संशोधन संख्या—2

प्रबंध निदेशक का आदेश संख्या 028/78 तारीख 26-8-1978

विषय : केरल लोक सेवा आयोग के बारे में संदर्भ

संदर्भ : केरल लोक सेवा आयोग का पत्र संख्या सी-II(i) 2510/77/सी० डब्ल्यू० तारीख 22-3-1978 और 17-7-1978

उपरोक्त पत्रों के अनुसार निम्नलिखित पदों के लिए नियुक्ति के तरीके और भर्ती के लिए ग्रहणार्थों के बारे में किए गए संशोधनों का उल्लेख अनुबन्ध I में दिया गया है । इन सभी पदों के लिए आयु सीमा 18 वर्ष से कम और 30 वर्ष से अधिक नहीं होगी तथा अनुसूचित जाति/अनुसूचित जनजाति और पिछड़ी जातियों को सामान्य छूट होगी । कम्पनी के किसी पद में सीधी भर्ती के लिए लोक सेवा आयोग को आवेदन करने के लिए कम्पनी में कार्यरत कर्मचारियों के संबंध में आयुसीमा 45 वर्ष निर्धारित की गई है ।

1. बरिष्ठ लिपिक

2. कनिष्ठ लिपिक

3. टंकक

4. टेलीफोन परिवारक

ह०

कामिक प्रबंधक

हृते प्रबंध निदेशक

## द्राबनकोर टिटेनियम प्रोजेक्ट्स लिमिटेड

## अनुबन्ध I

क्रम संख्या	पद का नाम	नियुक्ति की तारीख	ग्रहणार्थ
1	2	3	4
1.	बरिष्ठ लिपिक	कनिष्ठ लिपिक से प्रोन्नति	स्नातक तथा कनिष्ठ लिपिक के रूप में 3 साल का अनुभव या एस० एस० एल० सी० तथा कनिष्ठ लिपिक के रूप में 5 वर्ष का अनुभव ।



1 2

3

4

(सही प्रतिलिपि)

टिप्पणी : कनिष्ठ लिपिक के रूप में सेवा की गणना करते समय टंकक के रूप में की गई सेवा की भी गणना की जायेगी।

2. कनिष्ठ लिपिक (1) लोक सेवा आयोग के किसी मान्यता प्राप्त विश्व-माध्यम से सीधी भर्ती। बिद्यालय से कला विज्ञान या वाणिज्य में स्नातक।

- (2) टंकक से स्थानान्तरण टंककों के लिए निर्धारित अर्हताओं का संदर्भ लिया जाए।

- (3) परिवारिक से प्रोन्नति एस० एस० एल० सी० तथा लिपिकीय स्वरूप के कार्यों में 3 वर्ष का अनुभव—परीक्षा में पास।

नोट : कनिष्ठ लिपिकों के पदों की रिक्तियाँ भरते समय 2:1:1 का अनुपात रखा जायेगा। दो की नियुक्ति लोक सेवा आयोग के माध्यम से होगी, एक की नियुक्ति टंकक से स्थानान्तरण तथा एक नियुक्ति परिवारिक से प्रोन्नति के आधार पर होगी।

3. टंकक (1) लोक सेवा आयोग के स्नातक तथा टंकण में माध्यम से सीधी भर्ती के० जी० टी० ई०/एन० जी० टी० ई० (निम्न) पास किया हो या इसके ही समतुल्य योग्यता।
- (2) परिवारिक से प्रोन्नति एस० एस० एल० सी० तथा के० जी० टी० ई०/एम० जी० टी० ई० टंकण (निम्न)

नोट : टंकक के पद की रिक्तियाँ भरते समय 3:1 का अनुपात रखा जायेगा, तीन की नियुक्ति लोक सेवा आयोग के माध्यम से होगी और एक की नियुक्ति परिवारिक से प्रोन्नति के आधार पर होगी।

4. टेलीफोन आपरेटर (1) परिवारिक से प्रोन्नति एस० एस० एल० सी० या इसके ही समतुल्य अर्हताएँ और पी० ए० बी० एक्स तथा पी० बी० एक्स० एक्सचेंज को हैंडल करने तथा उसको चलाने का अनुभव।
- (2) सीधी भर्ती 1. किसी मान्यता प्राप्त विश्वविद्यालय से स्नातक।
2. पी० ए० बी० एक्स और पी० बी० एक्स एक्सचेंज को हैंडल करने और उसको चलाने का 2 साल का अनुभव।

नोट : प्रोन्नति के लिए योग्य उम्मीदवार उपलब्ध न होने पर ही टेलीफोन आपरेटर का पद भरने के लिए लोक सेवा आयोग के माध्यम से सीधी भर्ती की जाएगी।

ह०/-  
कार्मिक प्रबन्धक  
इले प्रबन्ध निदेशक

3. प्रबंध निदेशक का प्रादेश संख्या 053/80 तारीख 16 अक्तूबर, 1980 पद—वरिष्ठ लिपिक

विषय : प्रबंध निदेशक के प्रादेश संख्या 028/78 तारीख 26-8-1978 में केरल लोक सेवा आयोग का संशोधन।

संदर्भ : केरल लोक सेवा आयोग का पत्र संख्या सी० आर०-II(1) 2520/77/सी० डब्ल्यू० तारीख 12-9-1980।

केरल लोक सेवा आयोग के उपर्युक्त पत्र में उल्लिखित अनुदेशों के अनुसार, हम क्रम संख्या 1 के नीचे की टिप्पणी को संशोधित करते हैं:—

“कनिष्ठ लिपिक की सेवा की संगणना करते समय, टंकक के रूप में की गई सेवा की भी संगणना की जायेगी, लेकिन जिस टंकक को लिपिक के रूप में स्थानान्तरित किया गया हो, वह लिपिक संघर्ष में स्थानान्तरण की तारीख को कनिष्ठतम होगा और स्थानान्तरण की तिथि को उससे वरिष्ठ सभी कनिष्ठ लिपिकों की प्रोन्नति हो जाने के बाद ही प्रोन्नति के लिए उसकी भारी आएगी।”

ह०/-  
प्रबंध निदेशक  
ह०/-  
कार्मिक सलाहकार

4. प्रबंध निदेशक का प्रादेश संख्या 074/80 तारीख 30-12-1980

पद—वरिष्ठ लिपिक

विषय : केरल लोक सेवा आयोग-वरिष्ठ लिपिक की पदोन्नति से संबंधित खण्ड में संशोधन।

संदर्भ : लोक सेवा आयोग का पत्र संख्या सी०-II(1) 2510/77/सी० डब्ल्यू० तारीख 16-1-1979।

जैसा कि केरल लोक सेवा आयोग के उपर्युक्त पत्र में सलाह दी गई है, वरिष्ठ लिपिक के पद में प्रोन्नति के लिए भण्डार सहायक के पद को भी “फीडर-काइर” में सम्मिलित कर लिया गया है। वरिष्ठ लिपिकों के पद पर प्रोन्नति कनिष्ठ लिपिकों और भंडार सहायकों के मध्य 1:1 के अनुपात में की जायेगी।

ह०/-  
प्रबंध निदेशक  
जारी करने के लिए अनुमोदित

ह०/-  
कार्मिक सलाहकार

31-12-1980

5. प्रबंध निदेशक का प्रादेश संख्या 046/79 तारीख 9-10-1979  
अधीनस्थ सेवा नियमों—अनुसूची II में संशोधन संख्या-2

आटोमोबाइल क्लीनर के पद को व्हीकल क्लीनर के रूप में पुनर्पद-नामित किया गया है।

भर्ती का तारीका

उपरोक्त पद के लिए निर्धारित अर्हता को निम्न प्रकार से संशोधित किया गया है।

कैन्टीन से स्थानान्तरण

कैन्टीन मजदूर/क्लीनर तथा कैन्टीन में दो वर्ष का अनुभव।

ह०/-  
कार्मिक प्रबंधक  
इले प्रबंध निदेशक

6. प्रबंध निदेशक का आदेश संख्या 059/79 तारीख 22-11-1979

निम्न ग्रहताओं के साथ 300-20-320-25-395-30-605-35-955 स्तरों के बेतनमान में वरिष्ठ समयपाल का पद सृजित किया गया है। कनिष्ठ समयपाल और वरिष्ठ समयपाल के मध्य 1:1 का अनुपात निर्धारित किया गया है।

ग्रहताएं

कनिष्ठ समयपाल से प्रोन्नति

स्नातक तथा कनिष्ठ समयपाल के रूप में 3 साल का अनुभव या एम० एस्० एल्० सी० तथा कनिष्ठ समयपाल के रूप में 5 साल का अनुभव।

ह०/-

प्रभारी कार्मिक प्रबंधक  
कृते प्रबंध निदेशक

7. संशोधन

पद-सहायक रसायनज्ञ

सहायक रसायनज्ञ के पद के लिए निर्धारित ग्रहताओं में निम्न प्रकार से संशोधन किया गया है।

सीधी भर्ती

- (1) रसायन में बी० एस्० सी० डिग्री
- (2) रासायनिक इंजीनियरिंग और अनुवर्गी तकनीकी विषयों में डिप्लोमा।

24-10-1977

ह०/-

कृते कार्मिक प्रबंधक

8. प्रबंध निदेशक का आदेश संख्या 060/81 तारीख 4 नवम्बर, 1981 अधीनस्थ सेवा नियमों की अनुसूची II में तरकाल प्रभाव से निम्नलिखित संशोधन किए गए हैं।

संशोधन

ड्राइवर के पद के लिए निर्धारित ग्रहताओं और नियुक्ति के तरीके निम्न प्रकार से संशोधित और आशोधित किये गये हैं :

पद का नाम-ड्राइवर  
नियुक्ति का तरीका

(क) सीधी भर्ती

1. तीसरा कार्य या सातवां दर्जा पास तथा भारी वाहनों के लिए मोटर चलाने का लाइसेंस।
2. मोटर चलाने में 3 वर्ष का अनुभव
3. सैनिक सेवा बांछनीय।

ह०/-

कार्मिक प्रबंधक

कृते प्रबंध निदेशक

ड्राइवर कोर टिटेनियम प्रोजेक्टस लिमिटेड लिब्रेरियम

प्रबंध निदेशक का आदेश संख्या 060/79 तारीख 22-11-79

निम्न ग्रहताओं के साथ 300-20-320-25-395-30-605-35-955 स्तरों के बेतनमान में वरिष्ठ टंकक का पद सृजित किया गया है। टंककों और वरिष्ठ टंककों के बीच 1:1 का अनुपात निर्धारित किया गया है। ग्रहताएं

टंकक से प्रोन्नति

स्नातक तथा टंकक निम्न ( के० जी० टी०ई०/एम०जी०टी०ई०) या इसके समतुल्य तथा टंकक के रूप में 3 वर्ष का अनुभव।

या

एस्०एस्०एल्०सी० तथा टंकक निम्न (के०जी०टी०ई०/एम०जी०टी०ई०) या इसके समतुल्य तथा टंकक के रूप में 5 वर्ष का अनुभव।

सीधी भर्ती :-

लोक सेवा आयोग के माध्यम से दो टंकक को, अर्थात् सर्वश्री एन० बालाचन्द्रन थम्पी और पी० सी० भास्करण, जिन्हें 18-10-1978 से कनिष्ठ लिपिक के रूप में स्थानांतरित किया गया था, कनिष्ठ लिपिक के रूप में काम करने रहने या टंकक के अपने मूल पद में वापस आने में से किसी एक विकल्प के लिए चुनाव करने की स्वीकृति दी जाती है। यदि उन्होंने टंकक के अपने मूल पद पर आने का चुनाव किया तो कनिष्ठ लिपिक के रूप में की गई उनकी सेवा को टंकक के पद में की गई सेवा माना जायेगा। ऐसा विकल्प का चुनाव 21 दिनों के भीतर करना होगा।

ह०/-

प्रबंध निदेशक का आदेश संख्या 062/79 तारीख 24-11-1979

निम्न ग्रहताओं के साथ 300-20-320-25-395-30-605-35-955 स्तरों के बेतनमान में वरिष्ठ भण्डार सहायक का पद सृजित किया गया है। भण्डार सहायकों और वरिष्ठ भण्डार सहायकों के बीच 1:1 का अनुपात निर्धारित किया गया है।

ग्रहताएं

भण्डार सहायक से प्रोन्नति

स्नातक तथा 3 वर्ष का अनुभव

वा

एस्०एस्०एल्०सी० तथा 5 वर्ष का अनुभव

वर्तमान भण्डार सहायकों को या तो वरिष्ठ लिपिक पद के फीडर वर्ग या वरिष्ठ भण्डार सहायक पद के फीडर वर्ग में से किसी एक में जाने रहने के विकल्प के लिए चुनाव करने की स्वीकृति दी जाती है। ऐसे विकल्प का चुनाव 21 दिनों के भीतर करना होगा। एक धार किया गया चुनाव अन्तिम होगा। यदि निर्धारित तिथि तक कोई विकल्प का चुनाव नहीं किया जाता तो यह समझ लिया जायेगा कि सम्बद्ध कर्मचारी ने वरिष्ठ लिपिक के फीडर-वर्ग में जाने रहने वाले विकल्प का चुनाव किया है। भविष्य में भर्ती किये जाने वाले भण्डार सहायक वरिष्ठ भण्डार सहायक के पद के फीडर वर्ग में रहेंगे।

ह० -

प्रभारी कार्मिक प्रबंधक  
कृते प्रबंध निदेशक

ड्राइवर कोर टिटेनियम प्रोजेक्टस लिमिटेड लिब्रेरियम प्रबंध निदेशक का आदेश संख्या 021/81 तारीख 3-3-1981 स्थानान्तरण द्वारा नियुक्ति करने के बारे में जारी किए गए आदेश

अधीनस्थ सेवा नियमों के अनुबंध-1 के भर्ती नियमों के उपनियम 5 (घ) के तहत निम्न आदेश जारी किए हैं :-

- (1) पदों की रिक्तियां भरने के लिए, यदि फीडर वर्ग में प्रोन्नति के लिए निर्धारित ग्रहताओं वाले योग्य उम्मीदवार न हों तो स्थानान्तरण द्वारा नियुक्ति पुनः चालू की जायेगी।
- (2) स्थानान्तरण द्वारा नियुक्ति करके भरी जाने वाली रिक्तियों की संख्या समय-समय पर प्रबंध निदेशक द्वारा निर्धारित की जाएगी।
- (3) स्थानान्तरण द्वारा नियुक्ति के लिए ग्रहताएं और प्रक्रिया वही होगी जो अधीनस्थ सेवा नियमों के अनुबंध-I द्वारा सीधी भर्ती के लिए निर्धारित की गई है।
- (4) स्थानान्तरण द्वारा नियुक्ति करने हेतु कर्मचारियों का चयन करने के लिए प्रत्येक विभाग के लिए एक समिति होगी और समिति का गठन निम्न प्रकार से होगा :-

- (1) प्रबन्ध विभागाध्यक्ष
- (2) कार्मिक प्रबन्धक—परन्तु अहाँ कार्मिक प्रबन्धक विभागाध्यक्ष हों तो वहाँ प्रबन्ध निदेशक द्वारा दूसरा सदस्य नामित किया जाएगा।
- (3) प्रबन्ध निदेशक द्वारा नामित दूसरा सदस्य।

प्रबन्धक निदेशक स्थानान्तरण द्वारा नियुक्ति करने के प्रयोजनार्थ अपने विधेयक से कोई अन्य समिति गठित कर सकेगा।

- (5) कार्मिक विभाग अपेक्षित अर्हताएँ तथा रिक्तियों की संख्या एवं चयन के अन्य शर्तों के अलावा नोटिस चयन करने की तिथि से कम से कम 15 दिन पहले प्रकाशित करेगा।
- (6) कार्मिक प्रबन्धक द्वारा प्राप्त सभी आवेदनों की जाँच की जायेगी जो आवेदन पत्र अधिसूचित अपेक्षाओं के अनुरूप नहीं होंगे, उन्हें अस्वीकृत कर दिया जाएगा।
- (7) चयन समिति उम्मीदवार की उपयुक्तता आंकने के लिए मौखिक और/या लिखित/व्यावहारिक परीक्षा जैसा वे आवश्यक समझे, आयोजित करेगी और चयन ऐसी परीक्षाओं के परिणामों तथा माहात्कार में प्राप्त अंकों के आधार पर किया जा जायेगा।
- (8) समिति द्वारा चयन किए गए उम्मीदवारों की सूची योग्यता क्रम से तैयार की जायेगी, उस पर समिति के सभी सदस्यों द्वारा हस्ताक्षर किए जाएंगे, और अनुमोदन के लिए प्रबन्ध निदेशक को प्रस्तुत की जाएगी, और प्रबन्धक निदेशक द्वारा अनुमोदित किए जाने पर वह सूची अन्तिम होगी।
- (9) इस तरह चयन किए गए उम्मीदवारों की पिछली सेवा संरक्षित की जाएगी मगर नए चुने गए पद में वह कनिष्ठतम होगा। उसका वेतन भर्ती किए गए पद के वेतनमान में विद्यमान नियमों के अनुसार, देय लाभों सहित, यदि कोई हों, निर्धारित किया जाएगा।
- (10) स्थानान्तरण द्वारा नियुक्ति करने के लिए प्रबन्धक निदेशक द्वारा अनुमोदित सूची एक वर्ष के लिए या उसी विभाग के किसी सदस्य/सदस्यों का प्रोन्नति के लिए पात्र होने तक, इनमें से जो भी पहले हो, वैध होगी और बाद वाली स्थिति में पहली सूची रद्द हो जाएगी।
- (11) स्थानान्तरण द्वारा नियुक्ति के प्रयोजनार्थ पदों की सूची और रिक्तियों की संख्या अधीनस्थ सेवा नियमों के अध्याधीन समय-समय पर अधिसूचित की जाएगी।
- (12) ये आदेश उन पदों पर लागू नहीं होंगे, जिनकी भर्ती लोक सेवा आयोग के माध्यम से की जानी है।

ह०/-

प्रबन्ध निदेशक  
जारी करने के लिए अनुमोदित

ह०/-

कार्मिक सलाहकार

प्रबन्ध निदेशक का आदेश संख्या 048/81 तारीख 28-8-1981  
संशोधन

विषय :—स्थानान्तरण द्वारा नियुक्ति के बारे में जारी किए गए आदेश।

संदर्भ :—प्रबन्ध निदेशक का आदेश संख्या 021/81, तारीख 3-3-1981

यह आदेश किया जाता है कि प्रबन्ध निदेशक के दिनांक 3-3-1981 के आदेश संख्या 021/81 के अनुच्छेद 1 को इस आदेश की तारीख के निम्न प्रकार से संशोधित किया गया है।

खण्ड-1

पदों की रिक्तियाँ भरने के लिए यदि फीडर वर्ग में प्रोन्नति के लिए निर्धारित अर्हताओं वाले योग्य उम्मीदवार न हों, तो स्थानान्तरण द्वारा नियुक्ति पुनः लागू की जाएगी किसी पर विशेष के लिए स्थानान्तरण द्वारा नियुक्ति वर्ष में केवल एक बार पुनः लागू की जाएगी।

ह०/-

कार्मिक प्रबन्धक  
हुने प्रबन्ध निदेशक

द्रावकोर टिटेनियम-प्रोबन्टल लिमिटेड  
त्रिवेन्द्रम ?

12 जून, 1982

कार्मिक विभाग का आदेश संख्या 024/82 तारीख 12-6-1982  
स्थानान्तरण द्वारा नियुक्ति प्रबन्ध निदेशक के आदेश संख्या—  
021/81 दिनांक 3-3-81 में संशोधन

प्रबन्ध निदेशक के उपर्युक्त आदेश के खंड 10 की निम्न प्रकार से संशोधित किया गया है :—

“स्थानान्तरण द्वारा नियुक्ति करने के लिए प्रबन्ध निदेशक द्वारा अनुमोदित सूची एक वर्ष के लिए वैध होगी, लेकिन उसी विभाग के फीडर वर्ग में किसी एक सदस्य/सदस्यों का उस पद में प्रोन्नति के लिए पात्र हो जाने पर ऐसे सदस्य/सदस्यों की तब से उद्भूत रिक्तियों में प्रोन्नति के मामले में बरीयता होगी। तथापि, ऐसी प्रोन्नति से अनुमोदित सूची की वैध अवधि अप्रभावित रहेगी और वह स्वीकृति सूची के प्रकाशन के बाद एक वर्ष की अवधि के लिए प्रभावी रहेगी।”  
यह संशोधन 1 जून, 1982 के पूर्वव्यापी प्रभाव से लागू होगा।

ह०/-

प्रबन्धक  
(कार्मिक और प्रशासन)

कार्मिक विभाग का आदेश संख्या 031/82 तारीख 30-8-1982

निम्नलिखित अर्हताओं के साथ 300-20-320-25-395-30-605-35-955 स्तरों के वर्तमान में कैडरी में वरिष्ठ सहायक का पद सृजित किया गया है। कनिष्ठ सहायकों तथा वरिष्ठ सहायकों के बीच 1:1 का अनुपात निर्धारित किया गया है।

अर्हताएँ : II

कनिष्ठ सहायक से प्रोन्नति : I

स्नातक तथा 3 वर्ष का अनुभव

या

एम.एस.एस.सी. तथा कनिष्ठ सहायक के रूप में 5 वर्ष का अनुभव।

ह०/-

प्रबन्धक  
(कार्मिक और प्रशासन)

ट्रावनकोर टिटेनियम प्रोडक्ट्स लिमिटेड, त्रिवेन्द्रम

कार्मिक विभाग का आदेश संख्या 03/83 दिनांक 12-1-1983

चार्जहेण्ड (यार्ड) के पद में प्रोन्नति के लिए सामान्य निम्न प्रकार से निर्धारित किया गया है:

प्रधान भाली/प्रधान धोबी/सर सफाईकार से प्रोन्नति

- (1) मलयालम पढ़ने और लिखने की योग्यता तथा फीडर पदों में 8 वर्ष का अनुभव।

या

- (2) III फार्म या सातवां दर्जा पास तथा फीडर पदों में 5 वर्ष का अनुभव।

या

- (3) एस०एस०एल०सी० तथा फीडर पदों में 3 वर्ष का अनुभव यह सभी सम्बन्धितों की सुचनाई है।

ह०/-

प्रबन्धक

(कार्मिक और प्रशासन)

प्रतिलिपि सभी विभागाध्यक्षों सभी मोटिस बोर्डों के लिए।

ट्रावनकोर टिटेनियम प्रोडक्ट्स लिमिटेड,  
त्रिवेन्द्रम

28 अप्रैल, 1983

प्रबन्ध निदेशक का आदेश संख्या 012, तारीख 28-4-83

विषय:—अधीनस्थ सेवा नियमों में परिवर्धन/संशोधन-कार्य सहायक में इन्जीनियरिंग विभाग में परिवर्धन/संशोधन।

1. कार्य सहायक (गैर-औद्योगिक प्रशिक्षण संस्थान प्रो० प्र० सं० ट्रेड) गैर-प्रो० सं० व्यवसायों में कार्य सहायकों की भर्ती कम्पनी पात्र उम्मीदवारों के बीच से स्थानांतरण करके नियुक्ति के माध्यम से की जाएगी। इन्जीनियरिंग विभाग में गैर-प्रो० सं० व्यवसायों में स्थानांतरण द्वारा नियुक्ति के माध्यम से कार्य सहायकों की भर्ती के लिए अर्हताएं निम्न प्रकार से निर्धारित की गई हैं:

- (1) एम० एम० एल० सी०

या

- (2) III फार्म या सातवां दर्जा पास तथा कम्पनी में 2 वर्ष का अनुभव

या

- (3) साक्षरता तथा कम्पनी में 5 वर्ष का अनुभव।

2. कार्य-सहायक—नान-मैट्रिक (प्रो० प्र० सं० व्यवसाय)

इन्जीनियरिंग विभाग में नान-मैट्रिक प्रो० प्र० सं० व्यवसायों के मामले में कार्य-सहायक की भर्ती के लिए आवश्यक अर्हता के रूप में एस०एस०एल०सी० की शर्तें समाप्त कर दी जाती हैं।

उपरोक्त की अधीनस्थ सेवा नियमों में तत्काल प्रभाव से समाविष्ट कर लिया जाएगा।

कृते प्रबन्ध निदेशक

प्रबन्धक,

(कार्मिक और प्रशासन)

प्रतिलिपि:

सभी विभागाध्यक्षों

सभी मोटिस बोर्डों के लिए

अधीनस्थ सेवा नियम फाइल।

ट्रावनकोर टिटेनियम प्रोडक्ट्स लिमिटेड,

त्रिवेन्द्रम।

तारीख 13-11-1982

आदेश संख्या पी०एस/ए/44/82-तारीख 12-11-82

विषय: राष्ट्रीय शिक्षता प्रमाण-पत्र की माध्यता के बारे में जारी किये गये आदेश।

स्वास्थ्य श्रीर अम (जी) विभाग के आदेश के निम्नलिखित उद्देश्य सम्बद्ध कर्मचारियों की सूचना के लिए नीचे पुनः प्रस्तुत किए जाते हैं।

"स्वास्थ्य श्रीर अम (जी) विभाग।

जी०प्रो०एम०एस० संख्या 514/86, एच.एल.सी. त्रिवेन्द्रम, 6-7-1966

पड़िए: 1. रोजगार और प्रशिक्षण महाविद्यालय, नई दिल्ली का पत्र संख्या टी०सी० एन०सी०/टी०-14/3/86, तारीख 7-2-1966

2. प्रशिक्षण निदेशक का पत्र संख्या सी 5-4207/66, तारीख 14-3-1966

3. सचिव, केरल लोक सेवा आयोग, त्रिवेन्द्रम का पत्र संख्या ए० 11/5/15419/66, तारीख 21-6-1966

आदेश

व्यावसायिक ट्रेडों में प्रशिक्षण सम्बन्धी राष्ट्रीय परिषद ने नवम्बर, 1965 में हुई अपनी बैठक में अग्र्य भातों के साथ यह सिफारिश की कि राष्ट्रीय प्रशिक्षण प्रमाण-पत्र को जिसे कि कम से कम 3-4 वर्षों की पूर्ण कालिक शिक्षता पूरी करने पर दिया जाता है, उस राष्ट्रीय ट्रेड प्रमाण-पत्र से ऊँची श्रेणी के रूप में माना जाये, जिसे कि औद्योगिक प्रशिक्षण संस्थान ने 18 महीने के प्रशिक्षण तथा उसके बाद में 6 महीने की इन-प्लॉट प्रशिक्षण के बाद दिया जाता है। इस सिफारिश पर भारत सरकार ने विचार किया और इसे स्वीकार कर लिया है।

जैसा कि प्रशिक्षण-निदेशक ने सिफारिश की, केरल लोक सेवा आयोग से परामर्श लेने पर सरकार राष्ट्रीय प्रशिक्षण प्रमाण-पत्र को राष्ट्रीय ट्रेड प्रमाणपत्र से ऊँचे स्तर का मानने और इसे राष्ट्रीय प्रमाणपत्र (जी वर्ग के पाठ्यक्रम के बाद दिया जाता है) तथा एक वर्ष के अनुभव के समतुल्य मानने की घोषणा करती है।

राज्यपाल के आदेश से

ह०/-

सी०के० कृष्णकोशी,  
सरकार के सचिव

उपरोक्त परिवर्तन भविष्य में अनुपालन करने के लिए अधीनस्थ सेवा नियमों में समाविष्ट कर लिया है।

ह०/-

प्रबन्धक

(कार्मिक और प्रशासन)

अनुबन्ध-ख

प्रारूप अधीनस्थ सेवा नियम प्रस्ताव

ट्रावनकोर टिटेनियम प्रोडक्ट्स लिमिटेड,

कोच्चूवेली: त्रिवेन्द्रम-21

केरल राज्य

ट्रावनकोर टिटेनियम प्रोडक्ट्स लिमिटेड,

त्रिवेन्द्रम-21।

अधीनस्थ सेवा नियम:

प्रारंभिक:

1. इन नियमों को ट्रावनकोर टिटेनियम प्रोडक्ट्स अधीनस्थ सेवा नियम कहा जाएगा।

2. ये ..... से लागू हो जाएंगे।

3. प्रबन्धक इन नियमों से किसी नियम में संशोधन, परिवर्तन या उसे रद्द कर सकती है जब कभी आवश्यक या समीचीन समझा जाए।

4. इन नियमों के किसी भी उपबन्ध के बारे में विवाद के मामले में, प्रबन्ध निदेशक का निर्णय अन्तिम होगा।

5. ये अधीनस्थ सेवा नियम, उन सभी पिछले आदेशों को, जो अधीनस्थ सेवा नियम से संबंधित हैं, और इन नियमों के अन्तर्गत आने वाले कर्मचारियों की सेवा-शर्तों की प्रभावित करने वाले करारों में उपबन्धों का स्थान लेते हैं।

#### अध्याय-1

नियुक्तियाँ और पदोन्नतियाँ :—

1.01 इन नियमों की अनुसूची-1 में विनिर्दिष्ट पदों से ट्रावनकोर डिटेनियम प्रोजेक्ट्स लिमिटेड के अधीनस्थ सेवा नियम बनते हैं।

1.02 किसी भी व्यक्ति को अधीनस्थ सेवा में तब तक नियुक्त नहीं किया जाएगा जब तक उसके पास इन नियमों की अनुसूची-II में निर्धारित योग्यताएँ न हों।

1.03 पद में मूल नियुक्ति या तो सीधी भर्ती द्वारा या लोक सेवा आयोग के माध्यम से या अनुसूची-II में निर्धारित प्रतिनियुक्ति द्वारा की जाए।

1.04 कम्पनी की सेवा में नियुक्त किया गया कोई भी व्यक्ति भारत का नागरिक होना चाहिए, नियुक्ति के समय 18 वर्ष की आयु पूरी कर ली हो और शारीरिक तथा मानसिक रूप से स्वस्थ होना चाहिए। प्रारंभिक नियुक्ति के लिए अधिकतम आयु-सीमा 35 वर्ष है तथा अनुसूचित जाति/अनुसूचित जनजाति/भूतपूर्व सैनिक आदि के लिए यह आयु छूट है, जो सरकार द्वारा समय-समय पर अधिसूचित की जाए।

1.05 नियुक्ति के लिए चुना गया कोई भी व्यक्ति ऐसी अवधि के लिए और उन शर्तों पर प्रशिक्षण या परीक्षा प्राप्त करेगा, जो कम्पनी निर्धारित करे। सेवा की गणना के प्रयोजन हेतु प्रशिक्षण अवधि को स्थायी सेवा नहीं समझा जाएगा।

नोट:—उन व्यक्तियों को, जिन्हें 1973 तथा 1974 के दौरान प्रशिक्षणार्थी के रूप में नियुक्त किया गया था, प्रशिक्षणार्थी के रूप में अपनी सेवा को पदोन्नति के प्रयोजन हेतु स्थायी सेवा के रूप में गिनने की अनुमति दी जाएगी। तथापि, ऐसे व्यक्तियों को 15-5-1978 को प्रकाशित ग्रेडेशन सूची में निर्धारित बरिष्ठता में परिवर्तन नहीं होगा।

1.06 कोई भी व्यक्ति जो परीक्षा अवधि के सफलतापूर्वक समाप्त होने पर नियमित पद पर नियुक्त किया जाता है, परीक्षा अवधि को छूट्टी, वेतन-वृद्धियों, बरिष्ठता आदि के उद्देश्य हेतु सेवा के रूप में गणना करने का पात्र होगा, बशर्त कि परीक्षा की बढ़ाई हुई अवधि की अगले उच्चतर वर्ग में पदोन्नति पर विचार करने समय, वर्ग में बरिष्ठता के लिए गणना नहीं की जाएगी।

1.07 परीक्षा पर नियुक्त किया गया व्यक्ति यदि परीक्षा की अवधि के अन्तर संतोषजनक प्रगति नहीं करता है, तो उसकी परीक्षा अवधि को समकक्ष अवधि द्वारा या ऐसी कम अवधि द्वारा बढ़ाया जा सकता है, जो अपेक्षित स्तर को प्राप्त करने के लिए आवश्यक हो। परीक्षा की बढ़ाई गई अवधि, यदि कोई हो, की सूचना उसे परीक्षा अवधि के अन्तिम दिन या अन्तिम दिन से पहले दी जाएगी। परीक्षा अवधि के अन्तिम दिन या अन्तिम दिन से पहले परीक्षा अवधि बढ़ाने की किसी सूचना के अभाव में, यह समझा जाएगा कि व्यक्ति ने अपनी परीक्षा अवधि संतोषजनक रूप से पूरी कर ली है और उसे पद में स्थायी कर दिया गया है।

1.08 कम्पनी किसी भी समय प्रशिक्षण, शिक्षता या परीक्षा प्राप्त कर रहे उम्मीदवार को सेवा-मुक्त कर सकती है यदि उनके विचार में ऐसे प्रशिक्षण, शिक्षता या परीक्षा को जारी रखना आवश्यक या समीचीन नहीं है।

1.09 जहाँ पद को पदोन्नति द्वारा भरा जाता है, तो इसे परिशिष्ट-III में निर्धारित बरिष्ठता और उपयुक्तता के आधार पर किया जाएगा।

1.10 नियुक्ति के लिए और अकुशल वर्ग से कुशल वर्ग में पदोन्नति के लिए निर्धारित परीक्षा आयोजित की जाए। ये परीक्षाएँ संबंधित विभाग के प्रबन्ध या उसके नामित व्यक्ति द्वारा आयोजित की जाएगी।

1.11 अधीनस्थ सेवा में सभी पदों को फीडर वर्ग से पदोन्नति द्वारा भरा जाएगा। यदि उपयुक्त व्यक्ति, जैसा परिशिष्ट-III में निर्धारित किया गया है, उपलब्ध नहीं है, तब आंतरिक भर्ती की जाएगी, जिसके लिए सीधी भर्ती हेतु अनुसूची-II में निर्धारित नियम लागू होंगे। यदि आंतरिक भर्ती द्वारा उपयुक्त व्यक्ति उपलब्ध नहीं होते, तो सीधी भर्ती की जाएगी।

1.12 यदि किसी कर्मचारी की काम के दौरान मृत्यु हो तो उसके आश्रितों में से एक आश्रित को कम्पनी को सेवा में उन वर्ग में लगाया जाएगा जिसके लिए वह योग्य है। यदि मृतक कर्मचारी के केवल अवयस्क आश्रित हैं, तो कम्पनी उसके आश्रितों में से एक आश्रित को निर्धारित आयु प्राप्त करने पर नियुक्त करेगी।

नोट:—काम के दौरान मरने वाले व्यक्तियों के मामले में रोजगार इस प्रयोजन हेतु बनाए गए सरकारी नियमों के आधार पर संचालित होगा (परिशिष्ट-I-V में नियम)

1.14 कर्मचारी सामान्यतः 58 वर्ष की आयु प्राप्त करने पर सेवा से निवृत्त हो जाएगा। कर्मचारी राज्य बीमा चिकित्सा अधिकारी या कम्पनी के चिकित्सा अधिकारी से अपनी शारीरिक स्वस्थता और मानसिक सर्वज्ञता के बारे में डाकटरी प्रमाण पत्र प्रस्तुत करने पर उसे दो और वर्षों के लिए, अर्थात् 60 वर्ष की आयु पूरी करने तक सेवा में जारी रखने दिया जाएगा बशर्त कि वह सेवा की बढ़ाई गई अवधि के दौरान प्रति वर्ष उक्त प्रमाण पत्र प्रस्तुत करे। स्टाफ का सदस्य सामान्यतः अपनी 60 वर्ष की आयु पूरी करने पर कम्पनी की सेवा से निवृत्त हो जाएगा। सेवा निवृत्ति की तारीख उस माह का अन्तिम दिन होगा, जिन माह वह निवृत्तन की आयु प्राप्त करता है।

#### अध्याय-II

पद और वेतन

2.1 पदों की अवधि :—

2.1.1 प्रत्येक श्रेणी या ग्रेड में पदों की संख्या सक्षम प्राधिकारी के आदेश द्वारा निर्धारित की जाएगी।

2.1.2 स्थायी पद वह पद है जिसे बिना समय-सीमा के मंजूर किया जाता है। किसी भी व्यक्ति को पद पर स्थायी रूप से नियुक्त किया समझा जाएगा, जब उसे स्थायी कर दिया जाना है और उसे स्थायी पद पर बिना समय सीमा के नियुक्त किया जाता है।

2.1.3 केवल एक ही व्यक्ति को एक ही समय एक स्थायी पद पर स्थायी रूप से नियुक्त किया जा सकता है।

2.1.4 अस्थायी पद वह पद है जिसे खास उद्देश्य के लिए विशिष्ट अवधि के लिए मंजूर किया जाता है और वह व्यक्ति जिसकी ऐसे पद पर नियुक्ति की जाती है, अस्थायी कर्मचारी कहलाता है।

2.1.5 किसी व्यक्ति को किसी पद पर कार्य करते हुए समझा जाएगा, जब उसे ऐसे पद पर नियुक्त किया जाता है जिसका कोई पदधारी नहीं है या जिसका पदधारी किसी कारण से अस्थायी रूप से अनुपस्थित है।

2.1.6 स्थायी पद धारण करने वाले व्यक्तियों को जब उच्च पद पर कार्यवाहक के रूप में या प्रतिनियुक्ति पर सेनात किया जाता है, तो उसका कार्यवाहक या प्रतिनियुक्ति अवधि समाप्त होने पर स्थायी पद पर वापस रहता है।

## 2.2 स्थानांतरण :

2.2.1 उसी वेतन मान में एक पद से दूसरे पद में स्थानांतरण कर्मचारी के हित में किया जा सकता है। ऐसे मामलों में, स्थानांतरित किया गया व्यक्ति किसी भी पदोन्नति या वेतन संशोधन का पात्र होगा जो उसे प्राप्त होना, यदि वे मूल नियुक्ति में जारी रहते, जो परिशिष्ट-II के पैरा 2 में निर्धारित शर्तों के अध्वक्षीन हों। व्यक्तिगत अनुसंधान पर स्थानांतरण पर केवल डाक्टरों आधार पर विचार किया जाएगा और जैसा इस प्रयोजन हेतु चिकित्सा बोर्ड प्रमाणित करें। इस प्रकार स्थानांतरित किया गया कर्मचारी अपने मूल विभाग में अपना लियन और अन्य अधिकारों को छोड़ देगा और उसे उस विभाग में कनिष्ठ रखा जाएगा, जहां उसको स्थानांतरित किया गया है।

## 2.3 सेवा प्रारम्भ :

2.3.1 किसी कर्मचारी की नियुक्ति और वेतन के लिए उसका दावा उस तारीख से लागू होगा जिस तारीख को वह पद का कार्यभार ग्रहण करता है और उस तारीख को समाप्त होगा जिस तारीख को अपने कार्यभार छोड़ दिया।

2.3.2 यदि कार्यभार पूर्वाह्न में ग्रहण किया जाता है, तो नियुक्ति उस दिन से लागू होती है और यदि कार्यभार अपराह्न में ग्रहण किया जाता है तो नियुक्ति अगले दिन से लागू होती है। इसी प्रकार यदि कार्यभार पूर्वाह्न में छोड़ा जाता है तो नियुक्ति उसी दिन को समाप्त हो जाती है और यदि कार्यभार अपराह्न में छोड़ा जाता है, तो नियुक्ति अगले दिन से समाप्त हो जाती है।

## 2.4 वेतन :

2.4.1 पद का वेतन सभ्य प्राधिकारी के आदेश द्वारा निर्धारित किया जाएगा।

2.4.2 वेतन या तो निर्धारित रजि होना या न्यूनतम से प्रारम्भ होते हुए एक वेतनमान होगा और अधिकतम तक निविष्ट वार्षिक अवस्थाओं द्वारा वृद्धि होगी। वृद्धि की अवस्था "वेतन-वृद्धि" कहलायेगी।

2.4.3 एक से अधिक व्यक्ति एक और उसी स्थायी पद के लिए वेतन नहीं ले सकते।

## 2.5 प्रारम्भिक वेतन :

2.5.1 किसी भी व्यक्ति को, जो प्रारम्भ में स्थायी या अस्थायी है नियत से पद पर नियुक्त किया जाता, पद के लिए स्वीकृत वेतनमान का न्यूनतम वेतन दिया जाएगा।

यद्यपि कि विशेष योग्यता या अनुभव रखने वाले उम्मीदवारों के मामले में, जिससे कम्पनी को उनकी उपयोगिता के बढ़ने की आशा है, प्रबंधक निदेशक उच्चतर प्रारम्भिक वेतन मंजूर कर सकता है।

2.5.2 कम्पनी में पहले से ही नियुक्त व्यक्ति को जब उच्च पद पर नियुक्ति की जाती है तो उच्च पद में उसका प्रारम्भिक वेतन उस वेतन से, जो वह निम्न वेतनमान में प्राप्त कर रहा है, आगे की अवस्था पर निर्धारित किया जाएगा। तथापि, यदि ऐसी नियुक्ति उसी दिन की जाती है, जिस तारीख को निम्न वेतनमान में एक वेतन वृद्धि दी जाती है, तो कर्मचारी को वेतन वृद्धि दी जाएगी और उच्चतर वेतनमान में अगली उच्चतर अवस्था पर उसका वेतन निर्धारित किया जाएगा।

2.5.3 नियम 2.2.1 के अन्तर्गत समान वेतनमान में एक पद से दूसरे पद पर स्थानांतरित व्यक्ति उस वेतन को प्राप्त करता रहेगा जो वह पिछले पद से प्राप्त कर रहा था और वह बाद की वेतन वृद्धियां भी प्राप्त करेगा मानों वह पूर्व नियुक्ति पर जारी रहा हो।

## 2.6 स्थानापन्न व्यवस्था :

2.6.1 किसी भी पद को रिक्त पड़ा समय आ जाएगा जब पद पर किसी की भी नियुक्ति नहीं की गई या जब पद को धारण करने वाला व्यक्ति अनुपस्थित है।

2.6.2 जब पद रिक्त हो जाता है तो उसे निम्नलिखित में से किसी एक ढंग से भरा जाए :—

(i) यदि रिक्ति स्थायी है, तो इसे पात्र उम्मीदवारों में से पदोन्नति द्वारा भरा जाए या पात्र उम्मीदवारों के न होने पर इसे आंतरिक भर्ती या सीधी भर्ती द्वारा ऐसी नियुक्ति के लिए निर्धारित प्रक्रिया के अनुसार भरा जाए।

(ii) यदि रिक्ति स्थायी नहीं है, तो इसे अगले निम्न ग्रेड से कर्मचारी को कार्यकारी है नियत में पदोन्नति करके भरा जाए, या अन्य कर्मचारी को अपने कार्य के अतिरिक्त खाली पद के कार्यों को देखने के लिए नियुक्ति करके भरा जाए, लेकिन दोनों कार्यों का नुकसान न हो।

2.6.3 उच्चतर पद में काम करने के लिए कर्मचारी सभी योग्य है यदि उसके पास उच्चतर पद के लिए निर्धारित अग्रिम योग्यता है। स्थायी रिक्ति में कार्यकारी सेवा को छः महीने से अधिक जारी नहीं रखा जाएगा।

2.6.4 ऐसा व्यक्ति, जिसे समकक्ष या उच्चतर पद में काम करने के लिए नियुक्त किया जाता है या जो पद का पूरा अतिरिक्त कार्यभार संभालता है मूल पद में अपने वेतन के अतिरिक्त अपने वैसिक वेतन का 1/5 का हकदार होगा बशर्ते कि रिक्ति की अवधि 14 कार्य दिवसों से अधिक है। संबंधित विभागाध्यक्ष आदेश जारी करेगा कि संबंधित कर्मचारी को दूसरे कर्मचारी को अनुपस्थिति के दौरान पूरा अतिरिक्त कार्यभार दिया गया है जब कभी विभागाध्यक्ष को यह विश्वास हो जाए कि जिस अवधि के लिए कर्मचारी को अतिरिक्त कार्यभार दिया गया है वह अवधि कम से कम 15 लगातार कार्य दिवसों के लिए होगी।

2.6.5 कार्यकारी के उद्देश्य हेतु कम्पनी नामों का पैनेल तैयार करेगी और रखेगी। कार्यकारी पैनेल में संबंधित अनुभाग/शिफ्ट के वरिष्ठ कर्मचारियों के नाम होंगे। विभागाध्यक्ष और कामिक प्रबंधक के संयुक्त निर्णय के आधार पर कांसिक विभाग प्रावेश जारी करेगा। इस कार्यकारी पैनेल का समय-समय पर वर्ष में एक बार या जब कभी कम्पनी आवश्यक समझे, तब इसका संशोधन किया जाएगा।

## 2.7 वेतन वृद्धि :

2.7.1 अर्हक अवधि की समाप्ति पर वेतन वृद्धि की अवधि दी जायेगी जब तक कि सभ्य प्राधिकारी के आदेश द्वारा इसे रोक न लिया गया हो।

2.7.2 वेतन वृद्धि रोकने वाले आदेश में वह अवधि निश्चित होगी जिसके लिए यह प्रभावी है।

2.7.3 वेतन वृद्धि देने के लिए अर्हक अवधि की गणना करने में, दंड के रूप में सूचनली, अर्हक अनुपस्थिति और वेतन की हानि पर छुट्टी के अवधि को स्थायी प्रावेशों के अनुसार अर्हक अवधि न होने के रूप में निकास दिया जाएगा और अनुकूपी दिनों को उचित तारीख प्राप्त करने के लिए शामिल किया जाएगा।

2.7.4 पदोन्नति होने पर कर्मचारी को उच्चतर वेतनमान में फिटमेंट से पहले निम्न वेतनमान में एक वेतन वृद्धि दी जाएगी। पुराने पद में वेतन वृद्धि की उनकी सामान्य तारीख को पदोन्नत वेतनमान में बचला नहीं जाएगा।

## प्रध्याय-III

## छुट्टी नियम

## 3.1 सामान्य उपबन्ध

3.1.1 अधीनस्थ सेवा में कर्मचारियों को अनुपस्थिति छुट्टी अधिकों या स्टाफ, जैसी स्थिति हो, के लिए प्रमाणित स्थाई आदेशों के अनुसार दी जाएगी जिसमें छुट्टी का स्वरूप उसकी सीमा तथा शर्त निर्धारित होंगी।

3.1.2 कर्मचारी 15 दिनों की वार्षिक छुट्टी, 13 दिनों की बीमारी छुट्टी, 13 दिनों की आकस्मिक छुट्टी के हकदार हैं।

3.1.3 लाभसहित दुर्घटना छुट्टी :—प्रभावित कर्मचारी को अवधि के लिए प्राप्त की जाने वाली उपयुक्त राशि दी जाएगी जिसमें कर्मचारी राज्य बीमा से प्राप्त राशि कम हो जाएगी।

3.1.4 कर्मचारी राज्य बीमा के अन्तर्गत न आने वाले कर्मचारियों की यदि दुर्घटना हो जाती है तो वे कंपनी के चिकित्सा अधिकारी से डाक्टरों प्रमाणपत्र प्रस्तुत करने पर वेतन सहित दुर्घटना छुट्टी को प्राप्त होंगे।

3.1.5 दुर्घटना छुट्टी मंजूर करने के लिए प्रक्रिया :—

(क) दुर्घटना के कारण छुट्टी का कार्मिक विभाग द्वारा नियमित किया जाएगा।

(ख) संबंधित विभाग प्रत्येक दुर्घटना की विस्तार में कार्मिक विभाग की सूचना भेजेगा, जो इस विभाग के किसी कर्मचारी के साथ हुई है जैसे कि कर्मचारी का नाम, वर्क नम्बर या पदनाम, दुर्घटनाओं की तारीख और स्वरूप आदि।

(ग) प्रभावित कर्मचारी, जो दुर्घटना के आधार पर छुट्टी लेता है, संबंधित विभागाध्यक्ष को उसे छुट्टी के दिनों में लिखेगा, जिस वह दुर्घटना के कारण लेना चाहता है। विभाग अध्यक्ष इस पत्र को कर्मचारियों के मामले में टाइप माफिस के माध्यम से कार्मिक कार्यालय की तथा स्टाफ मैम्बरो के मामले में में सीधे कार्मिक कार्यालय को भेजेगा।

(घ) प्रभावित कर्मचारी काम फिर सभालते समय कार्मिक विभाग को दुर्घटना के कारण छुट्टी हेतु आवेदनपत्र कर्मचारी राज्य बीमा अस्पताल से प्राप्त लाभ स्लिप के साथ प्रस्तुत करेगा।

(ङ) कार्मिक विभाग इस आवेदन पत्र पर उपयुक्त कार्यवाही करेगा और संबंधित विभागाध्यक्ष, एस०एफ० सी०, टाइप कार्यालय तथा संबंधित कर्मचारी को निर्णय की सूचना देगा।

नोट:—जो कर्मचारी दुर्घटनाग्रस्त हो जाते हैं और जो कर्मचारी राज्य बीमा योजना के अंतर्गत नहीं आते, उन्हें हमारी कंपनी के चिकित्सा अधिकारी से डाक्टरों प्रमाण पत्र प्रस्तुत करना चाहिए।

2. उन कर्मचारियों को पूरी मजदूरी सहित दुर्घटना छुट्टी मंजूर की जाएगी जो ड्यूटी के समय दुर्घटनाग्रस्त हो जाते हैं लेकिन ये छुट्टी अनुमोदित डाक्टरों प्रमाण पत्र प्रस्तुत करने पर अधिक से अधिक दो दिनों की होगी। यह कर्मचारी को ड्यूटी पर दुर्घटना होने से केवल दो दिन से अधिक के लिए ड्यूटी से अनुपस्थित रहने हेतु प्रतिपूर्ति करने के लिए है, और इस मामले में कोई भी कर्मचारी राज्य बीमा, छुट्टी लाभ प्राप्त नहीं है।

3.1.6 परिवीक्षार्थी प्रत्येक माह में अनुपातिक बीमारी छुट्टी और आकस्मिक छुट्टी के हकदार हो जाएंगे। अनुपातिक वार्षिक छुट्टी लेने की पात्रता कंपनी में सेवा के छः महीने पश्चात् ही होगी।

3.2 छुट्टी के बदले में नकद परिणाम :

3.2.1 कर्मचारियों को उन उपाजित छुट्टी के संबंध में नकद अवयगी द्वारा मुआवजा दिया जाएगा लेकिन जिस का उपयोग नहीं किया

गया जैसी इसमें व्यवस्था की गई है। छुट्टी के उस भाग को जिसके बारे में नकद भुगतान किया जाता है अभ्यर्णित किया हुआ समझा जाएगा।

3.2.2 यदि किसी कैलेंडर वर्ष के अंतिम दिन को कर्मचारी के खाते में तीस दिन से अधिक वार्षिक छुट्टी है, तो उसे ऐसी छुट्टी के तीस दिनों से अधिक की छुट्टी के बारे में नकद परिणाम किया जाएगा, जिसकी गणना दिसम्बर माह की उगकी मजदूरी पर की जाएगी। वार्षिक छुट्टी की अधिकतम सीमा, जो कोई कर्मचारी अपने खाते में मंजित कर सकता है, वह 60 दिन है। उस आकस्मिक छुट्टी और बीमारी छुट्टी, जिसका वर्ष के दौरान उपयोग नहीं किया गया है, के बदले में नकद परिणाम भी किया जाएगा।

3.2.3 ऐसे कर्मचारियों के खाते में, जिसकी सेवाओं को सेवा-निवृत्ति, मृत्यु या त्यागपत्र देने के कारण समाप्त कर दिया जाता है, छुट्टी के बारे में नकद परिणाम तीस निर्दिष्ट सीमा तक दिया जाएगा :—

(i) सेवा निवृत्ति होने पर, सेवा निवृत्ति की तारीख को उसके खाते में संपूर्ण वार्षिक छुट्टी तथा उक्त तारीख तक अनुपातिक आकस्मिक छुट्टी और बीमारी छुट्टी, जिसमें से वर्ष के दौरान उपयोग की गई प्रत्येक प्रकार की छुट्टी के दिनों को कम कर दिया जाएगा।

(ii) मृत्यु होने पर, उसी सीमा तक, जैसा उपर्युक्त उपनियम (i) में है, वार्षिक छुट्टी, आकस्मिक छुट्टी और बीमारी छुट्टी। बशर्ते कि राशि का भुगतान कर्मचारी द्वारा नामित किसी व्यक्ति को या ऐसा नामांकन न होने पर उसके कानूनी वारिस को किया जाएगा।

(iii) कर्मचारी के त्यागपत्र/उस नौकरी से हटाने पर, त्यागपत्र/नौकरी से हटाने की तारीख को उसके खाते में संपूर्ण वार्षिक छुट्टी तथा उसी सीमा तक, जैसा उपर्युक्त उप नियम (i) में है, अनुपातिक आकस्मिक तथा बीमारी छुट्टी।

## 3.3 प्रतिपूरक छुट्टी :

3.3.1 यदि किसी कर्मचारी का साप्ताहिक विश्राम दिवस त्योहार की छुट्टी वाले दिन होता है, तो त्योहार की छुट्टी के स्थान पर दूसरा दिन प्रतिपूरक विश्राम के रूप में दिया जाएगा और ऐसा प्रतिपूरक विश्राम (अवकाश) अगले 60 दिनों के अन्दर लिया जाएगा।

नोट :—यदि कर्मचारी उस दिन काम करता है, तो वह प्रतिपूरक छुट्टी सहित, जो 90 दिनों के अन्दर ली जाएगी, एक दिन की अतिरिक्त मजदूरी के लिए पात्र बन जाएगा।

3.3.2 प्रशासनिक स्टाफ के लिए (अर्थात् दिन में आठ घंटे से कम काम करने वाला स्टाफ (समयोपरि अदायगी) निम्नानुसार होगी :—

- (i) 500/- रुपये मूल वेतन तक—समयोपरि वेतन का 1-1/2 गुना
- (ii) 501/- रुपये से 575 रु० के बीच मूल वेतन तक समयोपरि वेतन सिगल दर पर
- (iii) 576/- रुपये और उससे अधिक मूल वेतन प्राप्त करने वालों के लिए प्रतिपूरक छुट्टी।

## परिशिष्ट-1

## भर्ती नियम :

1. कंपनी की अधीनस्थ सेवा में सीधी भर्ती द्वारा नियुक्ति हेतु सभी चयन भर्ती समिति नामक समिति की सलाह पर की जाए।

2. प्रत्येक विभाग में भर्ती के लिए अवगसे समिति होगी जिस का गठन नियमानुसार होगा—

- (i) विभागाध्यक्ष, जिसके लिए भर्ती की जागी है।
- (ii) कार्मिक प्रबंधक।

बशर्ते कि जहाँ कार्मिक प्रबंधक स्वयं विभागाध्यक्ष है, दूसरा सदस्य प्रबंध निदेशक द्वारा नामित किया जाएगा। प्रबंध निदेशक भर्ती के प्रयोजनार्थ अपनी इच्छा से कोई अन्य समिति गठित कर सकता है।

3. कार्मिक, प्रबंधक समिति का संयोजक होगा। वह इसके अंतर्गत निर्धारित प्रक्रिया के अनुसार भर्ती की व्यवस्था करने के लिए जिम्मेदार होगा।

4. यह विभागाध्यक्ष की जिम्मेदारी होगी कि वह सीधी भर्ती द्वारा अपने विभाग में उत्पन्न हुई रिक्त को भरने के लिए कार्यवाही प्रारंभ करें। इस प्रयोजनार्थ वह कार्मिक प्रबंधक को अपनी अपेक्षाओं का पूर्ण ब्योरा देगा।

5(क) जब कभी किसी पद पर सीधी भर्ती द्वारा नियुक्ति करना अनिवार्य हो जाता है, तब रिक्तियों के ब्योरे, जिसमें पद का नाम, रिक्तियों की संख्या, योग्यताएं और कोई अन्य संगत सूचना शामिल है, मजदीक के रोजगार कार्यालय/राज्य सैनिक बोर्ड को अधिसूचित किए जाएंगे, ताकि कार्यालय द्वारा पंजीकृत उम्मीदवारों के नामों का पैल प्राप्त किया जा सके।

(ख) यदि पद ऐसा है, जिसके लिए तकनीकी कौशल या विशेष ज्ञान अपेक्षित है और जिसके लिए व्यापक चुनाव वांछनीय समझा जाता है, तो उस मामले में कंपनी अधिसूचना द्वारा आवेदन भी मंगा सकती है।

(ग) कंपनी के कर्मचारियों के बीच रिक्तियां अधिसूचित की जाएंगी ताकि पात्र उम्मीदवार पद के लिए आवेदन कर सकें।

(घ) प्रबंध निदेशक के लिए यह घोषित करना उचित होगा कि विशेष रिक्तियां कंपनी के कर्मचारियों में से भर्ती के लिए या अनुसूचित जाति या अनुसूचित जनजाति के उम्मीदवारों की भर्ती के लिए आरक्षित होंगी।

6. प्राप्त सभी आवेदन पत्रों और रोजगार कार्यालय/राज्य सैनिक बोर्ड द्वारा भेजी गई सूचियों की कार्मिक प्रबंधक द्वारा जांच की जाएगी। जो अधिसूचित की गई सभी अपेक्षाओं को पूरा नहीं करते हैं, उनके आवेदन पत्रों को रद्द कर दिया जाएगा।

7. कार्मिक प्रबंधक पात्र उम्मीदवारों की सूचियां तैयार कराने तथा समिति के निदेशानुसार चयन कराने की व्यवस्था करेगा।

8. समिति ऐसी मौखिक या लिखित परीक्षा ले सकती है, जिसे वे उम्मीदवारों की उपयुक्तता का पता लगाने के लिए आवश्यक समझे और ऐसी परीक्षाओं के नतीजों तथा साक्षात्कार में प्राप्त किए गए अंकों के आधार पर चयन किया जा सके।

9. जहाँ परीक्षा अनिवार्य है, वहाँ उम्मीदवारों को ऐसी परीक्षा देनी चाहिए और अंतिम चयन उन व्यक्तियों में से किया जायेगा, जो परीक्षा पास करते हैं।

10. इसके बाद चुने हुए उम्मीदवारों की सूची संयोजक द्वारा योग्यताक्रम के अनुसार तैयार की जाएगी, जिस पर समिति के सभी सदस्यों द्वारा हस्ताक्षर किए जाएंगे और इसे अनुमोदन के लिए प्रबंध निदेशक को भेजा जाएगा। योग्यता क्रम चुने गए उम्मीदवारों की परस्पर वरिष्ठता का क्रम होगा।

11. प्रबंध निदेशक द्वारा अनुमोदित सूची 2 वर्षों के लिए या जब तक कि नयी सूची तैयार नहीं की जाती, इनमें से जो भी पहले हो, तब तक के लिए वैध होगी और उस अवधि के दौरान पद में उत्पन्न हुई सभी रिक्तियों वरिष्ठता के क्रम में सूची में सम्मिलित उम्मीदवारों द्वारा ही भरी जाएंगी।

12. प्रारंभिक नियुक्ति के लिए चुने गए व्यक्तियों के चरित्र और पूर्व बृत की जांच की जाएगी और यदि सत्यापन संतोषजनक पाया जाता है तो उन्हें कंपनी की सेवा में नियुक्त किया जाएगा।

13. विभागाध्यक्ष उन रिक्तियों का पहले ही अनुमान लगाएंगे जिनके विभाग में उत्पन्न होने की संभावना है और वर्तमान सूची के पूरा हो जाने के पश्चात् यथाशीघ्र उम्मीदवारों के चयन की व्यवस्था करेंगे।

## परिशिष्ट-II

पदोन्नति तथा सेवा अभिलेखों के रख-रखाव से संबंधित नियम

पदोन्नति:

12. जब तक नियमों में अन्यथा व्यवस्था न की गई हो, तब तक पद पर पदोन्नति विभाग में उस पद से निचले पद से की जाएगी। तथापि, सभी प्रशासनिक स्टाफ, जिसमें चपरासी, परिचर, कनिष्ठ और वरिष्ठ क्लर्क, टाइपिस्ट, वरिष्ठ टाइपिस्ट, कनिष्ठ लिपिक, वरिष्ठ आधुनिक, कनिष्ठ टाइम कीपर, वरिष्ठ टाइम कीपर आदि होंगे, का क्रमशः वरिष्ठता का सामान्य कावर होगा।

टिप्पणी:

ऐसे व्यक्ति की, जो कि पहले ही कंपनी में किसी हैमियत में नियोजित है, किसी विभिन्न शाखा में किसी पद पर नियुक्ति को सीधी भर्ती माना जाएगा और इसे केवल परिशिष्ट-I (खण्ड 12 को छोड़कर) में निर्दिष्ट सीधी भर्ती से संबंधित नियमों के अनुसार ही किया जाएगा।

2. ऐसे कर्मचारी को, जो स्थायी रूप से किसी एक विभाग के संवर्ग में है, और दूसरे विभाग में स्थानांतरित किया जाता है, तो वह भूतपूर्व विभाग में उपपन्न हुई रिक्तियों में निम्नलिखित शर्तों पर उस विभाग में अपनी वरिष्ठता के अनुसार पदोन्नति के लिए विचारार्थ पात्र होगा।

(i) स्थानांतरण कंपनी के हित में प्रबंधक द्वारा किया गया था।

(ii) स्थानांतरण अनुपयुक्तता तथा डाक्टरी अस्वस्थता के आधार पर नहीं था।

(iii) वह पदोन्नति के लिए निर्धारित मानदण्ड को पूरा करता था।

3. ऐसा कर्मचारी, जिसे पद पर पदोन्नति का प्रस्ताव किया गया है परन्तु वह उसे स्वीकार नहीं करता, प्राचीन पदोन्नतियों के लिए सभी दावों से वंचित हो जाएगा।

4. पदोन्नति के लिए सी गई परीक्षा में अनुत्तीर्ण हुए कर्मचारी की पदोन्नति पर छः मास के समाप्त होने तक विचार नहीं किया जाएगा।

4.1 यदि कोई कर्मचारी लगातार तीन बार परीक्षा में नहीं बैठता तो वह भविष्य में पदोन्नति के लिए विचार किए जाने का अपना दावा खो बैठेगा।

4.2 यदि कोई ऐसा कर्मचारी जो उसे लागू होने वाले स्थायी आवेशों के अनुसार दण्ड अवधि भुगत रहा है, तो पदोन्नति के लिए उस पर विचार नहीं किया जाएगा यदि कोई रिक्ति होती है जिसके लिए वह दण्ड अवधि के दौरान पात्र होता यदि उसे कदाचार के लिए दंडित न किया गया होता।

4.3 ऐसे कर्मचारियों को, जो एक ही ग्रेड में 15 वर्ष तक रहे हैं, कंपनी की अधीनस्थ सेवा में पदनाम में परिवर्तन बिना अगले उच्च ग्रेड में रखा जाएगा। कर्मचारी को यह सुविधा कंपनी की सेवा में केवल एक बार प्राप्त करने का हक होगा। ऐसा कर्मचारी, जिसे इस प्रकार पदोन्नत किया जाता है, उसी ग्रेड में और पदोन्नति लाभ का हकदार नहीं होगा यदि उसे बाद में पदोन्नत किया जाता है। कर्मचारी अपनी सजा अवधि के दौरान पदोन्नयन के लिए पात्र नहीं है।

4.4 उपर्युक्त खण्ड 4.3 के अधीन पात्र कर्मचारी को दिए गए लाभ के अतिरिक्त, उन कर्मचारियों को एक उच्चतर ग्रेड दिया जाएगा जो निम्नलिखित शर्तों पूरी करते हैं— अर्थात्



- (i) कर्मचारी पर्यवेक्षक रैंक से नीचे के ग्रेड में होना चाहिए।
- (ii) कर्मचारी के लिए वर्तमान परिस्थिति में भविष्य में पदोन्नति के लिए कोई अवसर नहीं है।
- (iii) कर्मचारी की हमारी कंपनी में 25 वर्ष से अधिक की कुल सेवा होनी चाहिए जिसमें से कम से कम चार वर्ष की सेवा वर्तमान पद में होनी चाहिए।
- (iv) निवृत्तन प्राप्त करने के लिए सेवा वर्ष पांच वर्ष से कम होने चाहिए।

4.5 ऐसे खिलाड़ी, जिन्होंने राज्य/कंपनी का पांच वर्ष की अवधि के लिए प्रतिनिधित्व किया है, कंपनी की अधीनस्थ सेवा में पदनाम में परिवर्तन के बिना अगले उच्चतर ग्रेड में, कंपनी में अपनी सेवा में केवल एक बार रखा जाएगा। ऐसा खिलाड़ी, जिसे इस प्रकार पदोन्नत किया जाता है, उसी ग्रेड में और पदोन्नति लाभ का हकदार नहीं होगा यदि उसे बाद में पदोन्नत किया जाता है और यह कि वह अपनी मजा की अवधि के दौरान पदोन्नतन के लिए पात्र नहीं हैं।

#### 4.6 पदोन्नति समिति :

पदोन्नति प्रबंधन की इच्छा पर होगी। तथापि, योग्य स्टाफ को अवसर प्रदान के लिए एक पदोन्नति समिति गठित की जाएगी, जिसमें इस विभाग का अध्यक्ष, जहाँ रिक्ति होती है, कंपनी का कामिक प्रबंधक और ऐसे अन्य सदस्य होंगे, जो प्रबंध निदेशक द्वारा नामित किए जाएं, जब कभी इसे आवश्यक समझा जाए। बशर्ते कि उस विभाग में पदोन्नति के मामले में, जिसके लिए कामिक प्रबंधक स्वयं विभागाध्यक्ष है, तो पदोन्नति समिति में कामिक प्रबंधक और प्रबंधन द्वारा नामित किए गए अन्य अधिकारी/सदस्य होंगे। कार्य समिति का एक प्रतिनिधि, जिसे समिति में कर्मचारी प्रतिनिधियों द्वारा चुना जाएगा, पदोन्नति समिति की बैठक में एक प्रेक्षक के रूप में भाग लेगा। तथापि, यह समिति एक अनुशासनात्मक निकाय होगा और पदोन्नति के संबंध में अंतिम निर्णय प्रबंध निदेशक का होगा जो सामान्यतः समिति की सिफारिशों पर उचित ध्यान देगा।

5. पदोन्नति के लिए पात्रता का पता लगाने तथा अन्य सेवा लाभों की गणना करने के लिए, कंपनी सभी कर्मचारियों की सेवा के संबंध में निम्नलिखित रिकार्ड रखेगी।

1. वैयक्तिक फाइल
2. गोपनीय रिपोर्टें
3. प्रोडेशन सूची
4. सेवा पुस्तिका

6. कंपनी की सेवा में सभी कर्मचारियों के संबंध में सेवा पुस्तिकाएं रखी जाएंगी।

7. सेवा पुस्तिकाओं में कर्मचारियों की सेवा का पूर्ण व्योरा होगा और इसमें उनकी नियुक्ति, परिवर्धियों, अनुपस्थिति की छुट्टी आदि में परिवर्तन का लेखा जोखा होगा। इन मामलों से संबंधित आदेशों की प्रतियां तैयिक क्रम में वैयक्तिक फाइलों में फाइल की जाएंगी और शीटों पर क्रमिक ढंग से नंबर डाले जाएंगे।

8. लगाये गए किसी प्रकार के बंध या पुरस्कार के आवेदों या की गई प्रशंसात्मक सेवा के लिए प्रमाण-पत्र की प्रतियां वैयक्तिक फाइलों में रखी जानी चाहिए।

9. सेवा पुस्तिका में प्रविष्टियों को किया जाए और उन्हें अद्यतन रखा जाए तथा इनको विभागाध्यक्ष या उनकी ओर से प्राधिकृत किसी अन्य अधिकारी द्वारा सत्यापित किया जाए।

#### 10. गोपनीय रिपोर्टें:

अधिकारी, जिसके अंतर्गत कोई कर्मचारी कार्य करता है, उस व्यक्ति के काम करने के बारे में गोपनीय रिकार्ड रखेगा, जो उसको सौंपी गई

व्युष्टियों को करने के बारे में होगा, ताकि उसके वरिष्ठ अधिकारियों को उसके गुण दोषों का पता चल सके। उपरिखिखित अधिकारी वह व्यक्ति होगा जिसका निर्धारण इस प्रयोजन हेतु प्रबंधन करे।

11. गोपनीय रिकार्ड में प्रविष्टियां स्पष्ट और यथार्थ होंगी और ये कर्मचारी के कार्य और आचरण के बारे में अधिकारी की वैयक्तिक टीका-टिप्पणियों पर आधारित होंगी।

12. अधिकारी द्वारा प्रविष्टियां अपने हाथ से या उसके द्वारा टाइप करके की जाएंगी और इसके व्योरा को गोपनीय रखा जाएगा।

13. प्रशंसात्मक सेवा के किसी पहलु, जिसके लिए विशेष उल्लेख करना जरूरी है, को गोपनीय रिकार्ड में भी संक्षेप में रिकार्ड किया जाना चाहिए। इसी तरह, दिए गए दण्ड और ऐसे दण्ड देने की परिस्थितियों का भी उल्लेख किया जाना चाहिए।

14. गोपनीय रिकार्ड अर्ध वार्षिक रूप से तैयार किए जाने चाहिए, जिनकी अवधि जनवरी से जून और जुलाई से दिसम्बर, होगी। ये रिकार्ड जुलाई और जनवरी समाप्त होने से पहले लिखे जाएंगे और इसमें देरी नहीं होगी, जब तक कि ये यादवारा और केवल नैमी कार्य न बन जाए।

15. गोपनीय रिकार्ड उस अधिकारी द्वारा तैयार किया जाएगा, जिसके अधीन कर्मचारी कार्य कर रहा है और इसे विभागाध्यक्ष के पास भेजा जाएगा, जो इसमें अपनी टिप्पणियां जोड़ कर, यदि कोई हो, उस पर प्रति हस्ताक्षर करेगा।

16. यदि किसी कर्मचारी के गोपनीय रिकार्ड में प्रतिकूल टिप्पणियां हैं, तो विभागाध्यक्ष इस तथ्य को कर्मचारी को सूचित करेगा। जहाँ टिप्पणियां ऐसी स्वरूप की हैं कि कर्मचारी को सलाह या केवल चेतावनी की जरूरत है, तो विभागाध्यक्ष ऐसा करेगा। अधिक गम्भीर मामलों में विभागाध्यक्ष संबंधित कर्मचारी को अवसर देगा कि वह स्पष्टीकरण प्रस्तुत करें। कर्मचारी को दी गई सूचना तथा उसका उत्तर, यदि कोई हो, को वैयक्तिक फाइल में नरखी किया जाएगा। तथापि, जहाँ कहीं ऐसी प्रतिकूल टिप्पणियां नियम 16 के अनुसार कर्मचारी को सूचित नहीं की जाती हैं, तो मूल्यांकन के प्रयोजनार्थ, यह समझा जाएगा कि गोपनीय रिपोर्टें असत हैं।

17. सभी कर्मचारियों के गोपनीय रिकार्ड कामिक प्रबंधक द्वारा संभाल कर रखे जाएंगे और इनको आवश्यकता पड़ने पर संदर्भ के लिए विभागाध्यक्ष को उपलब्ध कराया जाएगा।

#### 18. प्रोडेशन सूची

नियुक्ति की प्रत्येक श्रेणी में कर्मचारियों की सापेक्ष वरिष्ठता संबंधी सूचियां अद्यतन रखी जाएंगी और ये कर्मचारियों की वरिष्ठता के आधार पर दावों का निर्णय करने के मुख्य दस्तावेजी होंगी।

19. नियुक्ति की किसी श्रेणी में व्यक्ति की वरिष्ठता स्थायी हैदियत और मंजूर किए गए पद में उनकी प्रथम नियुक्ति की तारीख द्वारा निर्धारित की जाती है।

20. जहाँ उसी तारीख को उसी पद पर एक से अधिक व्यक्तियों को नियुक्त किया गया है, वहाँ उनकी वरिष्ठता नियमानुसार निर्धारित की जाएगी :—

(1) जहाँ नियुक्ति चयन द्वारा, पदोन्नति द्वारा की जाती है, वहाँ चुने हुए उम्मीदवारों को योग्यता के आधार पर श्रेणीबद्ध किया जाएगा जैसी परिशिष्ट-III में व्यवस्था है।

(2) यदि नियुक्ति सीधी भर्ती द्वारा की गई है, तो वरिष्ठता चयन में प्राप्त रैंक द्वारा निर्धारित की जाएगी।

21. प्रोडेशन सूची प्रथमतः तैयार की जाएगी और इसे नोटिस बोर्ड पर लगाया जाएगा तथा आपत्तियों, यदि कोई हों, आमंत्रित की जाएगी।

ऐसी आपत्तियों पर विचार किया जाएगा और यदि इनकी पुष्टि की जा सके, तो सूची में तदनुसार संशोधन किया जाएगा। तत्पश्चात् अंतिम सूची प्रकाशित की जाएगी।

तथापि, धर्त कि किसी कर्मचारी के अभ्यावेदन के आधार पर कोई संशोधन प्रारंभ करने से पूर्व ऐसे संशोधन द्वारा प्रभावित होने वाले अन्य व्यक्तियों को अवसर दिया जाएगा, ताकि वे प्रथम प्रार्थी के विरुद्ध अपने प्रतिशब्दों को प्रस्तुत कर सकें। अंतिम आदेश जारी करने से पूर्व इन बातों पर भी विचार किया जाएगा।

22. सूची कर्मचारी के लिए उपलब्ध रहेगी, ताकि वह वरिष्ठता संबंधी किसी प्रकार के विवाद से संबंध में इसको किसी भी समय देख सकें।

23. सूची में सम्मिलित व्यक्तियों की नियुक्ति में या किसी व्यक्ति की वरिष्ठता को प्रभावित करने वाले आदेशों में संशोधन के परिणाम स्वरूप ग्रेडेशन सूची में निरंतर संशोधन किया जाएगा। परिवर्तनों को उसी समय शामिल किया जाएगा और सम्पूर्ण संशोधित सूची प्रति वर्ष या ऐसे सम्बन्ध अंतरालों पर जिन्हें प्रबंध निदेशक उचित समझे, प्रकाशित की जाएगी।

कृपया परिशिष्ट III के संशोधित प्रस्ताव देखें—

अन्तिम शीटों में संलग्न "X" चिन्ह पर पदोन्नति के लिए मानदण्ड।

### परिशिष्ट III

पदोन्नति के लिए मानदण्ड

1. पदोन्नति के लिए उम्मीदवारों की पात्रता पर उस तारीख पर विचार किया जाएगा जब रिक्ति हुई। उन्हीं व्यक्तियों की, जो उस तिथि को निर्धारित योग्यताएं और अनुभव रखते हैं, पदोन्नति पर वरिष्ठता के क्रम में विचार किया जाएगा। उन मामलों में, जिनमें पदों के भरने को प्रबंध निदेशक के विशेष आदेश द्वारा रोक लिया गया है, उग तिथि को, जिसको प्रबंध निदेशक के पदों को भरने के लिए संजूरी दी है, इस धारा के प्रयोजनार्थ उत्पन्न हुई रिक्तियों की तिथि माना जाएगा।

2. तीन उम्मीदवारों पर फीडर वर्ग में उनके रैंक, जिनसे उनकी पदोन्नति की जाती है, के अनुसार प्रत्येक रिक्ति के लिए विचार किया जाएगा।

3. चयन उपस्थिति, गोपनीय रिपोर्टों पर आधारित होगा, जिसका ब्यौरा नीचे दिया गया है—

(क) पिछले 12 कलेन्डर महीनों के दौरान 3 या उससे अधिक दिनों की अवधि अनुपस्थिति उम्मीदवार पदोन्नति के अधिकार से वंचित कर देगी।

(ख) ऐसे व्यक्ति, जिन्होंने एक वर्ष में 50 दिनों में अधिक की औसत पर बिना वेतन की छुट्टी ली है, जिसमें उस वर्ष से पूर्व, जब रिक्ति हुई, तीन कलेन्डर वर्षों के दौरान द्यूट/पर रहते हुए दुर्घटना के कारण बिना वेतन के प्राधिकृत छुट्टी या प्राधिकृत अव्ययम छुट्टी शामिल नहीं है की पदोन्नति पर विचार नहीं किया जाएगा।

मुअतली के कारण वेतन में नुकसान को भी शामिल नहीं किया जाएगा यदि अंत में कर्मचारी को निर्देश ठहराया जाना है या मुअतली की अपेक्षा कम सजा दी जाती है, ऐसे व्यक्तियों को, जिन्होंने उस वर्ष से पूर्व, जिसमें चयन किया गया है, तीन कलेन्डर वर्षों में बिना वेतन के छुट्टी ली है, इस प्रयोजनार्थ पूर्ण अंक आवंटित किए जाएंगे। अन्यो के मामले में यथानुपात कमी निम्नानुसार की जाएगी—

वेतन में नुकसान पर बिना छुट्टी  
वेतन में नुकसान पर छुट्टी

20 अंक

1 दिन	19"
2 दिन	18"
3 दिन	17"
4 दिन	16"
5 दिन	14"
6 दिन	12"
7 दिन	10"
8 दिन	8"
9 दिन	6"
10 दिन	4"
11 दिन	2"
12 दिन या 0"	अधिक

(ग) गोपनीय रिपोर्ट:

अंक निम्नानुसार होंगे—

उस वर्ष से पूर्व, जिसमें रिक्ति हुई, तीन कलेन्डर वर्षों की अवधि के लिए गोपनीय रिपोर्ट में औसत अंकों को माना जाएगा यदि प्राप्त किए गए औसत अंक 35 से कम हैं, तो उम्मीदवारों को पदोन्नति के अयोग्य ठहराया जाएगा—

(1) उपस्थिति	20 अंक	} 120 अंक
(2) गोपनीय	100 अंक	

4. जहां कहीं एक से अधिक कर्मचारी को उसी तारीख से उच्च ग्रेड में पदोन्नत किया जाता है, इन मामलों में उच्च ग्रेड में वरिष्ठता प्रत्येक उम्मीदवार द्वारा चयन में प्राप्त किए गए अंकों के आधार पर निर्धारित की जाएगी। यदि दो उम्मीदवार एक जैसे अंक प्राप्त करते हैं, तो उनकी वरिष्ठता फीडर वर्ग में सेवा काल के आधार पर निर्धारित की जाएगी। वरिष्ठ कर्मचारी को कनिष्ठ कर्मचारी से ऊपर रखा जाएगा। तथापि, यदि फीडर वर्ग में भी सेवा काल दोनों का एक जैसा है तब उनकी वरिष्ठता कंपनी में उनकी कुल सेवा के आधार पर निर्धारित की जाएगी। यदि कंपनी में कुल सेवा भी एक जैसी है, तो वरिष्ठता उनकी आयु के आधार पर निर्धारित की जाएगी अर्थात् अधिक आयु के कर्मचारी को छोटी आयु के कर्मचारी से वरिष्ठ समझा जाएगा।

5. कुशल वर्ग के अंतर्गत आने वाले पद पर नियुक्ति के लिए और अकुशल वर्ग से कुशल वर्ग में पदोन्नति के लिए भी ट्रेड परीक्षा ली जाएगी।

अनुसूची-I

अधीनस्थ सेवा में पदों की सूची

### I. उत्पादन विभाग

1. प्रक्रिया (प्रोसेस) पर्यवेक्षक
2. प्रोसेस चार्जहेड
3. ट्रांसी इन्सुलर
4. क्रेन प्रचालक
5. तोलन प्रचालक
6. सिलाई प्रचालक
7. प्रोसेस प्रचालक
8. बर्क सहायक
9. चार्जहेड क्रेन प्रचालक

## 2. औजार विभाग

1. पर्यवेक्षक (औजार)
2. चार्जहेड (औजार)
3. औजार मैकेनिक
4. वर्क सहायक

## 3. इंजीनियरिंग विभाग

1. पर्यवेक्षक (यांत्रिकी)
2. पर्यवेक्षक (विद्युत्)
3. पर्यवेक्षक (एच. डी. पी. एंड एफ. आर. पी.)
4. चार्जहेड
5. ट्रेड्समैन

(क) आई. टी. आई. ट्रेड

1. फिटर
2. बिजली मिस्त्री
3. वैल्डर
4. टरनर
5. मशीनिस्ट
6. सेनीटरी प्लम्बर
7. आटोमोबाइल फिटर
8. मोल्डर
9. प्रशीतन एवं वातानुकूलन मैकेनिक
10. ब्रुई
11. लुहार

(ख) गैर-आई.टी.आई. ट्रेड

1. पेन्टर
2. स्टोन सेटर
3. ब्रिक लेयर
4. रिगगर
5. रबड़ लाइनर
6. प्लास्टरिक साइनर
7. हलैमिड्रक फिटर
8. ग्रीजर
9. वाइल्डर
10. टेलीफोन मैकेनिक
11. लिफ्ट आपरेटर
12. लैंड वर्नर
13. लैंड प्लम्बर
6. वर्क सहायक
7. पर्यवेक्षक (सिविल)
8. वर्क अंतरसियर
9. वर्क अधीक्षक
10. सहायक ड्राफ्ट्समैन
11. ट्रेसर
12. ब्लू प्रिन्टर
13. पर्यवेक्षक (बायलर)
14. बायलर परिचर
15. सहायक बायलर परिचर
16. पर्यवेक्षक (वाहन)
17. स्टाफ ड्राइवर
18. ड्राईवर
19. वाहन क्लीनर

## 4. बाणिज्य विभाग (स्टोर)

1. स्टोर कीपर
2. सहायक स्टोर कीपर
3. मुख्य लसकर
4. स्टोर परिचर
5. लसकर
6. वरिष्ठ स्टोर सहायक
7. स्टोर सहायक

## 5. प्रशासनिक विभाग

1. वरिष्ठ लिपिक
2. कनिष्ठ लिपिक
3. वरिष्ठ टाइपिस्ट
4. टाइपिस्ट
5. वरिष्ठ टाइम कीपर
6. कनिष्ठ टाइम कीपर
7. वरिष्ठ आशुलिपिक
8. कनिष्ठ आशुलिपिक
9. स्वागती
10. टेलीफोन आपरेटर
11. रोटो प्रिन्ट आपरेटर
12. परिचर
13. चपरासी

## 6. अनुसंधान और विकास, तकनीकी सेवा और प्रोसेस कंट्रोल विभाग

1. कनिष्ठ कैमिस्ट
2. सहायक कैमिस्ट
3. प्रयोगशाला परिचर

## 7. वर्क प्रबन्धक का कार्यालय

1. फार्मसिस्ट
2. पुस्तकालय सहायक
3. पुस्तकालय हैल्पर

## 8. कार्मिक विभाग

1. खेलकूद सहायक
2. कल्याण सहायक
3. पर्यवेक्षक
4. कनिष्ठ सहायक
5. प्रधान रसोइया
6. सहायक रसोइया
7. कैटीन स्टोर परिचर
8. कैटीन मजदूर

## 9. सुरक्षा विभाग :

1. पर्यवेक्षक (गार्ड)
2. चार्जहेड (गार्ड)
3. प्रधान माली
4. माली
5. प्रधान धोबी
6. धोबी
7. सर सफाईकार
8. सफाईकार
9. क्लीनर

10. स्केवेन्जर
  11. स्केवेन्जर एवं स्वीपर
  12. स्लीनर एवं स्वीपर
  1. उत्पादन विभाग
    1. प्रक्रिया पर्यवेक्षक
- अनुसूची-II
- (क) चार्जहेड से प्रोन्नति
1. एस. एस. एल. सी. या समकक्ष और चार्जहेड के रूप में 3 वर्ष का अनुभव या
  2. प्रिन्सिपली या समकक्ष और चार्जहेड के रूप में 2 वर्ष का अनुभव या
  3. बी. एस. सी. रसायन शास्त्र या रसायन तकनीकी में डिप्लोमा या समकक्ष और चार्जहेड के रूप में एक वर्ष का अनुभव

(ख) सीधी भर्ती

1. बी. एस. सी. रसायन शास्त्र द्वितीय श्रेणी या रसायन तकनीकी में डिप्लोमा या समकक्ष और किसी प्रतिष्ठित रसायन प्रक्रिया उद्योग में 2 वर्ष का अनुभव
2. प्रक्रिया चार्जहेड
  - (क) आपरेटर से प्रोन्नति
  1. 3 फार्म या 7 स्तर और आपरेटर के रूप में 5 वर्ष का अनुभव या
  2. एस. एस. एल. सी. या समकक्ष और आपरेटर के रूप में 3 वर्ष का अनुभव
  3. बी. एस. सी. रसायन शास्त्र या रसायन तकनीकी में डिप्लोमा और एक वर्ष का अनुभव।

3. ट्रोली ड्राइवर

(क) वर्क सहायकों से प्रोन्नति

1. साक्षरता और हल्के वाहन चलाने का लाइसेंस

(ख) सीधी भर्ती

1. 3 फार्म या 7 स्तर और हल्के वाहन चलाने का लाइसेंस
2. ट्रेड टेस्ट में पास।
4. क्रेनआपरेटर

(क) सीधी भर्ती

1. आई. टी. आई. पास और एक वर्ष का अनुभव या
2. एस. एस. एल. सी. या समकक्ष और क्रेन आपरेटर के रूप में 2 वर्ष का अनुभव इ. ओ. टी. क्रेनों में अनुभव रखने वाले को प्राथमिकता दी जाएगी।
5. वेल्डिंग आपरेटर

(क) वर्कसहायकों से प्रोन्नति

1. साक्षरता और पैकिंग शोध में 10 वर्ष का अनुभव या
2. पांचवीं श्रेणी पास और उत्पादन विभाग में 5 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. एस. एस. एल. सी. या समकक्ष या
2. 3 फार्म या 7 स्तर और ट्रेड में प्रवीणता और ट्रेड टेस्ट में पास।
6. स्टीचिंग आपरेटर

(क) वर्क सहायक से प्रोन्नति

1. साक्षरता और पैकिंग शोध में 10 वर्ष का अनुभव या
2. छवीं श्रेणी पास और उत्पादन विभाग में 5 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. एस. एस. एल. सी. या समकक्ष या
2. 3 फार्म या 7 स्तर और ट्रेड में प्रवीणता और ट्रेड टेस्ट में पास।
7. प्रक्रिया आपरेटर

(क) वर्क सहायक से प्रोन्नति

1. 3 फार्म या 7 स्तर और उत्पादन विभाग में 5 वर्ष का अनुभव या
2. एस. एस. एल. सी. या समकक्ष और उत्पादन विभाग में 2 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. रसायन शास्त्र विषय से प्रि. प्रिन्सिपली या समकक्ष और किसी प्रतिष्ठित रसायन कारखाने में उपस्कर संक्रिया में 2 वर्ष का अनुभव या
2. द्वितीय श्रेणी में रसायन शास्त्र में बी. एस. सी. या रसायन तकनीकी में डिप्लोमा या समकक्ष
8. वर्क सहायक,
  - (क) सीधी भर्ती
  1. एस. एस. एल. सी. या समकक्ष
9. चार्जहेड क्रेनआपरेटर।

(क) क्रेनआपरेटर से प्रोन्नति

1. 3 फार्म या सातवां स्तर और क्रेन आपरेटर के रूप में 5 वर्ष का अनुभव या
2. एस. एस. एल. सी. और क्रेन आपरेटर के रूप में 3 वर्ष का अनुभव या
3. आई. टी. आई. पास और क्रेन आपरेटर के रूप में 2 वर्ष का अनुभव
2. ओज़ार विभाग

1. पर्यवेक्षक (ओज़ार)

(क) चार्जहेड से प्रोन्नति

1. 3 फार्म या 7 स्तर और चार्जहेड के रूप में 6 वर्ष का अनुभव या

2. इन्स्ट्रुमेंट मैकेनिक में आई. टी. आई. पास और चार्जहैंड के रूप में 2 वर्ष का अनुभव या

3. इन्स्ट्रुमेंटेशन/इलेक्ट्रिकल/मैकेनिकल/इलेक्ट्रॉनिक्स इंजीनियरिंग में डिप्लोमा/भौतिक शास्त्र में डिग्री और चार्जहैंड के रूप में एक वर्ष का अनुभव।

(ख) सीधी भर्ती

1. इन्स्ट्रुमेंटेशन/मैकेनिकल/इलेक्ट्रिकल/इलेक्ट्रॉनिक्स इंजीनियरिंग में डिप्लोमा और किसी बड़े प्रतिष्ठान में इन्स्ट्रुमेंटेशन में 2 वर्ष का अनुभव या

2. भौतिक शास्त्र में डिग्री और किसी बड़े प्रतिष्ठान में इन्स्ट्रुमेंटेशन में 3 वर्ष का अनुभव।

2. चार्जहैंड (ओज़ार)

(क) इन्स्ट्रुमेंट मैकेनिक से प्रोन्नति

1. टेस्ट द्वारा प्रमाणीकृत मलयालम पढ़ने और लिखने की योग्यता और इन्स्ट्रुमेंट मैकेनिक के रूप में 8 वर्ष का अनुभव या

2. III फार्म या VII स्तर और इन्स्ट्रुमेंट मैकेनिक के रूप में 5 वर्ष का अनुभव या

3. इन्स्ट्रुमेंट मैकेनिक में आई० टी० आई० पास और इन्स्ट्रुमेंट मैकेनिक के रूप में 2 वर्ष का अनुभव।

3. इन्स्ट्रुमेंट मैकेनिक

(क) बर्क सहायक से प्रोन्नति

1. टेस्ट द्वारा प्रमाणीकृत मलयालम पढ़ने और लिखने का योग्यता और ओज़ार अनुभाग में 8 वर्ष का अनुभव या

2. III फार्म या VII स्तर और ओज़ार अनुभाग में 5 वर्ष का अनुभव या

3. इन्स्ट्रुमेंट मैकेनिक में आई० टी० आई० पास या समकक्ष और ओज़ार अनुभाग में 2 वर्ष का अनुभव या

4. भौतिक शास्त्र में स्नातक और ओज़ार अनुभाग में 6 मास का अनुभव।

(ख) सीधी भर्ती

1. इन्स्ट्रुमेंटेशन में आई० टी० आई० पास और किसी बड़े प्रतिष्ठान में इन्स्ट्रुमेंटेशन में 3 वर्ष का अनुभव या

2. भौतिक शास्त्र में स्नातक और एक वर्ष का अनुभव।

4. बर्क सहायक

(क) सीधी भर्ती

1. इन्स्ट्रुमेंट मैकेनिक में आई० टी० आई० पास या

2. भौतिक शास्त्र में स्नातक

III. इंजीनियरिंग विभाग

1. पर्यवेक्षक (मैकेनिकल)

(क) चार्जहैंड से प्रोन्नति

1. टेस्ट द्वारा प्रमाणीकृत मलयालम पढ़ने और लिखने की योग्यता और चार्जहैंड फिटर के रूप में 5 वर्ष का अनुभव या

2. एस०एस०एल०सी० और चार्जहैंड फिटर के रूप में 3 वर्ष का अनुभव या

3. फिटर ट्रेड में औद्योगिक प्रशिक्षण संस्थान से प्रमाणपत्र या समकक्ष और चार्जहैंड फिटर के रूप में 2 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. मैकेनिकल इंजीनियरिंग में 3 वर्ष का डिप्लोमा और किसी बड़े प्रतिष्ठान में ट्रेड में 3 वर्ष का अनुभव या

2. मैकेनिकल इंजीनियरिंग में डिग्री।

2. पर्यवेक्षक (इलेक्ट्रिकल)

(क) चार्जहैंड से प्रोन्नति

1. टेस्ट द्वारा प्रमाणीकृत मलयालम पढ़ने और लिखने की योग्यता और इलेक्ट्रिकल अनुभाग में चार्जहैंड के रूप में 5 वर्ष का अनुभव या

2. एस०एस०एल०सी० और इलेक्ट्रिकल अनुभाग में चार्जहैंड के रूप में 3 वर्ष का अनुभव या

3. इलेक्ट्रिकल ट्रेड में आई० टी० आई० पास या समकक्ष और इलेक्ट्रिकल अनुभाग में चार्जहैंड के रूप में 2 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. इलेक्ट्रिकल इंजीनियरिंग में 3 वर्ष का डिप्लोमा और किसी बड़े प्रतिष्ठान में ट्रेड में 3 वर्ष का अनुभव या

2. इलेक्ट्रिकल इंजीनियरिंग में डिग्री।

3. पर्यवेक्षक (एच०डी०पी० और एफ०आर०पी०)

(क) चार्जहैंड से प्रोन्नति

1. टेस्ट द्वारा प्रमाणीकृत मलयालम पढ़ने और लिखने की योग्यता और संबंधित अनुभाग में चार्जहैंड के रूप में 5 वर्ष का अनुभव या

2. एस०एस०एल०सी० या समकक्ष और चार्जहैंड के रूप में 3 वर्ष का अनुभव या

3. फिटर ट्रेड या वेल्डर ट्रेड में औद्योगिक प्रशिक्षण संस्थान से प्रमाणपत्र और संबंधित अनुभाग में चार्जहैंड के रूप में 2 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. मैकेनिकल इंजीनियरिंग में डिप्लोमा और किसी बड़े प्रतिष्ठान में एच०डी०पी० और एफ०आर०पी० मोरलिंग और फैब्रिकेशन के कार्य में 3 वर्ष का अनुभव या

2. मैकेनिकल इंजीनियरिंग में डिग्री।

9. चार्जहैंड

(क) ट्रेड्समैन से प्रोन्नति

1. मलयालम पढ़ने और लिखने की योग्यता और ट्रेड्समैन के रूप में संबन्धित ट्रेड में 8 वर्ष का अनुभव या

2. III फार्म या VII स्तर और ट्रेड्समैन के रूप में संबन्धित ट्रेड में 5 वर्ष का अनुभव या

3. संबन्धित ट्रेड में औद्योगिक प्रशिक्षण संस्थान का प्रमाणपत्र या समकक्ष और ट्रेड्समैन के रूप में 3 वर्ष का अनुभव।

5. ट्रेड्समैन

क. आई० टी० आई० ट्रेड

1. फिटर

2. बिजली मिस्त्री

3. बैल्वर
4. टर्नर
5. मशीनिस्ट
6. सेनिटरी प्लम्बर
7. फाटोफोवाइल फिटर
8. मोल्डर
9. प्रशीतन और वातानकूलन मैकेनिक
10. बकुई
11. लोहार

(क) बर्क सहायकों से प्रोन्नति

1. मलयालम पढ़ने और लिखने की योग्यता और इंजीनियरिंग विभाग में 8 वर्ष का अनुभव या
2. III फार्म या VII स्तर और इंजीनियरिंग विभाग में 5 वर्ष का अनुभव या
3. संबंधित ट्रेड में औद्योगिक प्रशिक्षण संस्थान से प्रमाणपत्र या समकक्ष और इंजीनियरिंग विभाग में 2 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. आई०टी०आई० पास या संबंधित ट्रेड में समकक्ष प्रमाणपत्र और किसी बड़े प्रतिष्ठान से संबंधित ट्रेड में 3 वर्ष का अनुभव।

ख. नीर आई०टी०आई० ट्रेड्स

1. पेन्टर
2. स्टोन ब्रैसर
3. ब्रिक लेयर
4. रिगर
5. रबड़ लाइनर
6. प्लास्टिक साइनर
7. इलेक्ट्रिक फिटर
8. ग्रीजर
9. बाइन्डर
10. टेलीफोन वायरर
11. लिफ्ट वायरर
12. लैब बर्नर
13. लैब प्लम्बर

(क) बर्क सहायक से प्रोन्नति

1. मलयालम पढ़ने और लिखने की योग्यता और इंजीनियरिंग विभाग में कार्य सहायक के रूप में 8 वर्ष का अनुभव या
2. III फार्म या VII स्तर और इंजीनियरिंग विभाग में 5 वर्ष का अनुभव

(ख) सीधी भर्ती

1. III फार्म या VII स्तर और ट्रेड में 5 वर्ष का अनुभव और ट्रेड टेस्ट में पास।

6. बर्क सहायक

(क) सीधी भर्ती

1. इंजीनियरिंग ट्रेडों में औद्योगिक प्रशिक्षण संस्थान से प्रमाणपत्र।

7. पर्यवेक्षक (सिविल)

(क) ओवरसियर से प्रोन्नति

1. सर्वेक्षण और समतलन में आई०टी०आई० या समकक्ष प्रमाणपत्र और ओवरसियर के रूप में 5 वर्ष का अनुभव या

2. एल०एस० एल०सी० पास और दो वर्ष का अनुभव या सिविल इंजीनियरिंग में डिप्लोमा और ओवरसियर के रूप में 2 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. सिविल इंजीनियरिंग में डिप्लोमा और किसी बड़े प्रतिष्ठान में ट्रेड में 3 वर्ष का अनुभव या
2. सिविल इंजीनियरिंग में डिप्लोमा।

8. बर्क ओवरसियर

(क) सीधी भर्ती

1. सर्वेक्षण या लेवलिंग या नक्शानवीसी में आई०टी०आई० या समकक्ष प्रमाणपत्र या समकक्ष और किसी विद्यार्थी प्रतिष्ठान में सिविल इंजीनियरिंग कामों में 2 वर्ष का अनुभव या

2. सिविल इंजीनियरी में डिप्लोमा।

9. बर्क अधीक्षक

वर्तमान पदाधिकारी के सेवा निवृत्त हो जाने पर यह पद समाप्त हो जाएगा।

10. सहायक नक्शानवीसी

(क) ट्रेडर से पदोन्नति

1. III फार्म या VII स्तर और ट्रेडर के रूप में 10 वर्ष का अनुभव या
2. नक्शानवीसी में आई०टी०आई० या समकक्ष और ड्राइंग कार्यालय में ट्रेडर के रूप में 3 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. इंजीनियरिंग में डिप्लोमा और किसी विद्यार्थी संगठन के ड्राइंग कार्यालय में 3 वर्ष का अनुभव या
2. सिविल/यांत्रिक/विद्युत इंजीनियरिंग में डिप्लोमा।

11. ट्रेडर

(क) ब्लू प्रिंटर से पदोन्नति

1. ब्लू प्रिंटर के रूप में 5 वर्ष का अनुभव।

(ख) सीधी भर्ती

1. नक्शानवीसी में आई०टी०आई० प्रमाणपत्र या समकक्ष।

12. ब्लू प्रिंटर

(क) सीधी भर्ती

1. III फार्म या VII स्तर और ब्लू प्रिंटिंग में अनुभव तथा व्यवसायिक परीक्षा में उत्तीर्ण

13. पर्यवेक्षक (बायलर)

(क) बायलर परिवारक से पदोन्नति

1. परीक्षा द्वारा प्रमाणित मलयालम पढ़ने और लिखने की योग्यता और बायलर परिवारक के रूप में 5 वर्ष का अनुभव तथा बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी का दक्षता प्रमाणपत्र या

2. एल०एस० एल०सी० या समकक्ष और बायलर परिवारक के रूप में 3 वर्ष का अनुभव और बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम का दक्षता प्रमाणपत्र

## (ख) सीधी भर्ती

1. यांत्रिक इंजीनियरी में डिप्लोमा और किसी विख्यात प्रतिष्ठान में 3 वर्ष का अनुभव तथा बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी का वक्षता प्रमाण-पत्र या
2. बी०एस०सी० इंज. नियरी (मैकेनिक) प्रथम श्रेणी और बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी का वक्षता प्रमाण-पत्र

## 14. बायलर परिवारक

## (क) सहायक बायलर परिवारक से पदोन्नति

1. बायलर निरीक्षणालय से जारी किया गया प्रथम श्रेणी वक्षता प्रमाण-पत्र तथा सहायक बायलर परिवारक के रूप में 2 वर्ष का अनुभव।

## (ख) सीधी भर्ती

1. एस०एस०एल०सी० और बायलर निरीक्षणालय द्वारा जारी किया गया प्रथम श्रेणी वक्षता प्रमाण-पत्र और बायलर संक्रिया में 2 वर्ष का अनुभव।

## 15. सहायक बायलर परिवारक

## (क) सीधी भर्ती

1. एस०एस०एल०सी० या समकक्ष और बायलर निरीक्षणालय द्वारा जारी किया गया द्वितीय श्रेणी का वक्षता प्रमाण-पत्र।

## 16. पर्यवेक्षक (वाहन)

## (क) स्टाफ ड्राइवर से पदोन्नति

1. परीक्षा द्वारा प्रमाणित मसयालम पढ़ने और लिखने की योग्यता तथा स्टाफ ड्राइवर के रूप में 5 वर्ष का अनुभव।

## 17. स्टाफ ड्राइवर

## (क) ड्राइवर से पदोन्नति

1. कम्पनी में ड्राइवर के रूप में तीन वर्ष का अनुभव।

## 18. ड्राइवर

## (क) सीधी भर्ती

1. VIII स्तर पास और ड्राइविंग में 3 वर्ष का अनुभव तथा हवी ड्यूटी वाहन के लिए ड्राइविंग लाइसेंस।

## 19. वाहन क्लीनर

## (क) कैन्टीन से स्थानान्तरण

1. कैन्टीन मजदूर/कैन्टीन क्लीनर और कैन्टीन में 2 वर्ष का अनुभव।

## 4. वाणिज्यिक विभाग:

## 1. भण्डारी

## (क) सहायक भण्डारी से पदोन्नति

1. एस०एस०एल०सी० और सहायक भण्डारी के रूप में 5 वर्ष का अनुभव।
2. स्नातक और सहायक भण्डारी के रूप में 3 वर्ष का अनुभव।

## (ख) सीधी भर्ती

1. स्नातक और किसी विख्यात प्रतिष्ठान में भण्डार कार्यों में 4 वर्ष का अनुभव।

2. इंजीनियरी/सामग्री प्रबन्ध (विशेष रूप से) में डिप्लोमा और किसी विख्यात प्रतिष्ठान में 3 वर्ष का अनुभव।

## 2. सहायक भण्डारी

## (क) सीधी भर्ती

1. माध्यता प्राप्त विश्वविद्यालय से स्नातक और किसी विख्यात प्रतिष्ठान में भण्डार कार्यों में 2 वर्ष का अनुभव।

## 3. प्रमुख लास्कर

## (क) भण्डार ग्रेटेन्डर से पदोन्नति

1. III फार्म या VII स्तर और भण्डार परिवारक के रूप में 6 वर्ष का अनुभव।

## 4. भंडार ग्रेटेन्डर

## (क) लास्कर से पदोन्नति

1. एस०एस०एल०सी० या समकक्ष और भण्डारों में सामग्रियों के रख-रखाव में 3 वर्ष का अनुभव।

## 5. लास्कर

## (क) सीधी भर्ती

1. एस०एस०एल०सी० या आई०टी०आई०

## 6. बरिष्ठ भण्डार सहायक

## (क) भण्डार सहायक से पदोन्नति

1. स्नातक या समकक्ष और तीन वर्ष का अनुभव या एस०एस०एल०सी० या समकक्ष तथा भण्डार सहायक के रूप में 5 वर्ष का अनुभव।

## 7. भण्डार सहायक

## (क) सीधी भर्ती

1. एस०एस०एल०सी० या समकक्ष।

## V. प्रशासनिक विभाग:

## 1. बरिष्ठ लिपिक

## (क) कनिष्ठ लिपिक से पदोन्नति

1. स्नातक और 3 वर्ष का अनुभव या एस०एस०एल०सी० या समकक्ष और 5 वर्ष का अनुभव।

## 2. कनिष्ठ लिपिक

## (क) ग्रेटेन्डर से पदोन्नति

1. एस०एस०एल०सी० और 3 वर्ष का अनुभव तथा व्यवसायिक परीक्षा पास।

## (ख) लोक सेवा आयोग के माध्यम से सीधी भर्ती

1. किसी माध्यता प्राप्त विश्वविद्यालय से कला, विज्ञान या वाणिज्य में स्नातक या समकक्ष।

## 3. बरिष्ठ टाइपिस्ट

## (क) टाइपिस्ट से पदोन्नति

1. स्नातक और टाइपराइटिंग लोवर (के०जी०टी०ई०/एम०जी०टी०ई०) या समकक्ष और टाइपिस्ट के रूप में 3 वर्ष का अनुभव।
2. एस०एस०एल०सी० या समकक्ष और टाइपराइटिंग (के०जी०टी०टी०ई०/एम०जी०टी०आई०) लोवर या समकक्ष और टाइपिस्ट के रूप में 5 वर्ष का अनुभव।

## 4. टाइपिस्ट

## (क) मटेन्डर से पदोन्नति

1. एस०एस०एल०सी० और टाइपराइटिंग लोवर (के०जी०टी०ई०/एम०जी०टी०ई०)

## (ख) लोक सेवा आयोग के माध्यम से सीधी भर्ती

1. स्नातक और टाइपराइटिंग लोवर (के०जी०टी०ई०/एम०जी०टी०ई०) या समकक्ष ।
5. बरिष्ठ टाइम कीपर

## (क) कनिष्ठ टाइम कीपर से पदोन्नति

स्नातक और 3 वर्ष का अनुभव या एस०एस०एल०सी० और कनिष्ठ टाइम कीपर के रूप में 5 वर्ष का अनुभव ।

## 6. कनिष्ठ टाइम कीपर

## (क) परिचर से पदोन्नति

1. एस०एस०एल०सी० और परिचर के रूप में 3 वर्ष का अनुभव ।

## (ख) सीधी भर्ती

1. किसी मान्यता प्राप्त विश्वविद्यालय से स्नातक ।

## 7. बरिष्ठ ग्राशुलिपिक

## (क) कनिष्ठ ग्राशुलिपिक से पदोन्नति

1. एस०एस०एल०सी० या समकक्ष और कनिष्ठ ग्राशुलिपिक के रूप में 5 वर्ष का अनुभव ।
2. स्नातक और कनिष्ठ ग्राशुलिपिक के रूप में 3 वर्ष का अनुभव ।

## 8. कनिष्ठ ग्राशुलिपिक

## (क) लोक सेवा आयोग द्वारा सीधी भर्ती

1. किसी मान्यता प्राप्त विश्वविद्यालय से स्नातक और के०जी०टी०ई०/एम०जी०टी०ई० (उच्चतर) या टंकण और ग्राशुलिपिक में समकक्ष प्रमाण-पत्र ।

## 9. स्वागती-व-टेलीफोन आपरेटर

## (क) परिचर से पदोन्नति

1. अंग्रेजी में प्रवीणता और पी०ए०बी०एक्स और पी०बी०एक्स एक्सचेंज चलाने में 5 वर्ष का अनुभव या
2. एस०एस०एल०सी० या इसके समकक्ष योग्यता और पी०ए०बी०एक्स और पी०बी०एक्स एक्सचेंज के हैण्डलिंग और चलाने का 2 वर्ष का अनुभव ।

## (ख) सीधी भर्ती

1. किसी मान्यता प्राप्त विश्वविद्यालय से स्नातक और धोलचान की अंग्रेजी में दक्षता और पी०ए०बी०एक्स तथा पी०बी०एक्स एक्सचेंज हैण्डलिंग और चलाने में 2 वर्ष का अनुभव ।

## 10. रोट्टा प्रिंट आपरेटर

## (क) मटेन्डर से पदोन्नति

1. अंग्रेजी में दक्षता और गैस्तेनर तथा रोट्टा प्रिंट मशीन के रख रखाव चलाने तथा अनुरोध में 2 वर्ष का अनुभव ।

## 11. मटेन्डर

## (क) चपरासी से पदोन्नति

1. एस०एस०एल०सी० या समकक्ष और शारीरिक स्वस्थता तथा चपरासी के रूप में 5 वर्ष का अनुभव ।

## 12. चपरासी

## (क) लोक सेवा आयोग के माध्यम से भर्ती

1. एस०एस०एल०सी० या समकक्ष ।

टिप्पणी : रोट्टा प्रिंट आपरेटर और टेलीफोन आपरेटर ट्रेडिंग में होंगे वर्तमान पदाधिकारियों के संबंध में येड में परिवर्तन नहीं होगा ।

## टिप्पणी :

1. लोक सेवा आयोग की परिधि के अधीन आने वाले पदों के लिए, मानवण्ड लोक सेवा आयोग की सहमति के अधीन है ।
2. वर्तमान टाइपिस्टों, जिन्होंने कनिष्ठ लिपिकों के पद पर स्थानांतरण को स्वीकार किया था, के लिए पदोन्नति एम०जी० के आदेश संख्या 028/78 तारीख 26-8-1978 द्वारा निर्धारित की जाएगी ।
3. ऐसे टाइपिस्टों, जिन्होंने 18-10-1978 को कनिष्ठ लिपिकों के रूप में स्थानांतरण किया गया था और जिन्होंने बरिष्ठ लिपिक के फीडर वर्ग के रूप में कार्य करना स्वीकार किया है, की पदोन्नति एम० जी० के आदेश संख्या 028/78 द्वारा निर्धारित की जाएगी ।
4. भण्डार सहायकों, जिन्होंने बरिष्ठ लिपिक के पद के लिए फीडर वर्ग के रूप में कार्य जारी रखना स्वीकार किया था, की पदोन्नति लोक सेवा आयोग द्वारा निर्धारित नियमों द्वारा निर्धारित की जाएगी (अर्थात् बरिष्ठ लिपिक की पदोन्नति में कनिष्ठ लिपिकों तथा भण्डार सहायकों के बीच 1.1 अनुपात रखा जाएगा) ।

## VI अनुसंधान और विकास, तकनीकी सेवाएं और प्रक्रिया नियंत्रण विभाग :

## 1. कनिष्ठ रसायनज्ञ

## (क) सहायक रसायनज्ञ से पदोन्नति

1. रसायनशास्त्र में बी०एस०सी० और सहायक रसायनज्ञ के रूप में 3 वर्ष का अनुभव या
2. कैमिकल टेक्नोलॉजी/इंजीनियरिंग में डिप्लोमा और 3 वर्ष का अनुभव ।

## (ख) सीधी भर्ती

1. बी०एस०सी०, रसायन शास्त्र में प्रथम श्रेणी से डिग्री और किसी विश्वविद्यालय रसायनिक प्रयोगशाला में 2 वर्ष का अनुभव ।
2. रसायनशास्त्र में द्वितीय श्रेणी से एम०एस० या एम०ए० ।

## 2. सहायक रसायनज्ञ

## (क) सीधी भर्ती

1. बी०एस०सी०, रसायनशास्त्र में द्वितीय श्रेणी से डिग्री या
2. कैमिकल टेक्नोलॉजी/इंजीनियरिंग में डिप्लोमा ।

## 3. प्रयोगशाला परिचर

## (क) प्रयोगशाला में बर्क सहायकों से पदोन्नति

1. III फार्म या VII स्तर और प्रयोगशाला में बर्क सहायक के रूप में 5 वर्ष का अनुभव ।

## VII बर्क प्रबंधक का कार्यालय :

## 1. फार्मसिस्ट

स्वास्थ्य सेवा निदेशालय से प्रतिनिधित्व पर



## 2. पुस्तकालय सहायक

## (क) सीधी भर्ती

1. एम०एस०एल०सी० या समकक्ष पुस्तकालय विज्ञान में डिप्लोमा।

## 3. पुस्तकालय हेल्पर

## (क) सीधी भर्ती

1. III फार्म या 7 स्तर और किसी पुस्तकालय में 2 वर्ष का अनुभव।

## 7. कार्मिक विभाग:

## 1. खेल कूद (स्पोर्ट्स) सहायक

## (क) सीधी भर्ती

1. स्नातक और किसी कम्पनी में 3 वर्ष का अनुभव या
2. एम०एस०एल०सी० या समकक्ष और किसी कम्पनी में 5 वर्ष का अनुभव या
3. खेलकूद कार्यक्रम आयोजित करने में अनुभव के साथ खेलकूद में दक्षता।

## 2. कल्याण सहायक

## (क) सीधी भर्ती

1. एम०ए० समाज विज्ञान या समकक्ष।

## 3. कैन्टीन पर्यवेक्षक

## (क) प्रक्रिया पर्यवेक्षकों से स्थानांतरण

## 4. कनिष्ठ सहायक

## (क) सीधी भर्ती

1. किसी माध्यमता प्राप्त विश्वविद्यालय से स्नातक और किसी विभाग प्रतिष्ठान में 2 वर्ष का अनुभव।

## 5. प्रधान रसोइया

## (क) सहायक रसोइया से पदोन्नति

1. साक्षरता और सहायक रसोइया के रूप में 5 वर्ष का अनुभव।

## 6. सहायक रसोइया

## (क) कैन्टीन मजदूर से पदोन्नति

1. III फार्म या VII स्तर और कैन्टीन मजदूर के रूप में 5 वर्ष का अनुभव

## (ख) सीधी भर्ती

1. III फार्म या VII स्तर और किसी विख्यात कैंटरिंग प्रतिष्ठान में 2 वर्ष का अनुभव।

## 7. कैन्टीन स्टोर्स परिचर

## (क) कैन्टीन मजदूर से पदोन्नति

1. 8 स्तर पास और कैन्टीन मजदूर के रूप में 2 वर्ष का अनुभव।

## (ख) सीधी भर्ती

1. 7 स्तर पास और किसी विख्यात कैंटरिंग प्रतिष्ठान में अनुभव।

## 8. कैन्टीन मजदूर

## (क) सीधी भर्ती

1. 7 स्तर पास और किसी विख्यात कैंटरिंग प्रतिष्ठान में अनुभव बौध्दनीय।

## 9. सुरक्षा विभाग:

## 1. पर्यवेक्षक (गार्ड)

## (क) चार्जहैंड से पदोन्नति

1. एम०एस०एल०सी० और चार्जहैंड के रूप में 3 वर्ष का अनुभव या
2. पि० डिग्री पास या समकक्ष और चार्जहैंड के रूप में 2 वर्ष का अनुभव।

## 2. चार्जहैंड (गार्ड)

## (क) प्रक्रिया चार्जहैंड से स्थानांतरण

## 3. प्रधान माली

## (क) माली से पदोन्नति

1. साक्षरता और शारीरिक स्वस्थता और माली के रूप में 5 वर्ष का अनुभव।

## 4. माली

## (क) सीधी भर्ती

1. III फार्म या VII स्तर पास।

## 5. प्रधान धोबी

## (क) धोबी से पदोन्नति

1. साक्षरता और शारीरिक स्वस्थता और धोबी के रूप में 5 वर्ष का अनुभव।

## 6. धोबी

## (क) सीधी भर्ती

1. III फार्म या 7 स्तर पास-ट्रेड में प्रवीणता।

## 7. सर सफाईकार

## (क) स्कवेंजर, स्कवेंजर एवं स्वीपर/क्लीनर/क्लीनर एवं स्कवेंजर सफाई कार से पदोन्नति

1. साक्षरता और शारीरिक स्वस्थता और उक्त लिखित में से किसी एक में 5 वर्ष का अनुभव।

## 8. (क) क्लीनर

- (ख) स्कवेंजर
- (ग) स्कवेंजर एवं स्वीपर
- (घ) सफाईकार
- (ङ) क्लीनर एवं स्वीपर

## (क) सीधी भर्ती

1. 3 फार्म या 7 स्तर पास-ट्रेड में दक्षता।

## अनुबंध

## अनुबंध वर्गों की सूची

1. वर्कस सहायक
2. बह्नीकल चालक
3. स्टोर्स परिचर
4. लास्कर
5. परिचर
6. अपरासी

7. प्रयोगशाला परिचर
8. पुस्तकालय परिचर
9. पुस्तकालय हैल्पर
10. केस्टीन मजदूर
11. माली
12. धोबी
13. सफाईकार
14. क्लीनर
15. स्वेचर
16. स्वेचर एवं स्कोपर
17. क्लीनर एवं स्कोपर

इस अनुबन्ध में वर्णित न किए गए दूसरे पय कुशल वर्गों के अन्तर्गत आते।

ट्रावन्कोर टिटेनीयम क्रोडकर्स लिमिटेड

त्रिवेन्द्रम-21

अधीनस्थ सेवा नियम

विनियुक्त "एक्स"

प्रस्ताव

परिशिष्ट-III

पदोन्नति के लिए मानदण्ड

1. पदोन्नति के लिए उम्मीदवारों की पात्रता पर विचार होने की तारीख को विद्यमान शर्तों के संदर्भ में विचार किया जाएगा। केवल उन्हीं व्यक्तियों की, जो निर्णायक तिथि को निर्धारित योग्यताएं और अनुभव रखते हैं, पदोन्नति पर विचार किया जाएगा। उन मामलों में, जिनमें पदों के भरने मजदूरी को रोक लिया गया है, उस तिथि को, जिसको प्रबन्ध निदेशक ने पदों को भरने के लिए मंजूर की है, इस धारा के प्रयोजनार्थ उत्पन्न हुई रिक्तियों की तिथि माना जाएगा।

2. तीन उम्मीदवारों से अधिक उम्मीदवारों पर फीडर वर्ग में उनके रैंक, जिनसे उनकी पदोन्नति की जानी है, के अनुसार प्रत्येक रिक्ति के लिए विचार नहीं किया जाएगा।

3. केवल निम्न ग्रेड में सेवा के पूर्ण वर्षों की वरिष्ठता के प्रयोजनार्थ सेवा के संपूर्ण वर्ष में वर्ग में परीक्षा अवधि शामिल होगी, अवधि शामिल होगी, निम्नलिखित विशेष अवधियों के आधार पर बढ़ाई गई परीक्षा की ऐसी अवधियों के।

4. वयन वरिष्ठता, उपस्थिति और गोपनीय रिपोर्ट के आधार पर होगा जिसके धीरे-धीरे लिए गए हैं। व्यावहारिक या मौखिक परीक्षा साक्षात्कार को भी पदोन्नति के लिए ध्यान में रखा जाएगा, जहां कहीं यह लागू होता है।

(क) वरिष्ठता

फीडर वर्ग में कर्मचारी की पूरी की गई प्रत्येक वर्ष की सेवा के लिए दो अंक दिए जाएंगे बशर्ते कि अधिकतम अंक अनुबन्ध के अनुसार हों।

(ख) उपस्थिति:

(i) पिछले 12 कैलेंडर महीनों के दौरान 48 या उससे अधिक दिनों की अवधि अनुपस्थिति उम्मीदवार को पदोन्नति के अधिकार से वंचित कर देगी।

(ii) ऐसे व्यक्ति जिन्होंने एक वर्ष में 50 दिनों से अधिक की अवधि पर बिना वेतन की छुट्टी ली है जिसमें उस वर्ष से पूर्व, जब रिक्ति हुई, तीन कैलेंडर वर्षों के दौरान छुट्टी पर रहते हुए बुर्खा के कारण बिना

वेतन के प्राधिकृत छुट्टी शामिल नहीं है, की पदोन्नति पर विचार नहीं किया जाएगा। सुप्रतनी के कारण वेतन में नुकसान को भी शामिल नहीं किया जाएगा, यदि अंत में कर्मचारी को निर्धारित ठहराया जाना है। ऐसे व्यक्तियों को जिन्होंने उस वर्ष से पूर्व, जिसमें रिक्ति हुई, तीन कैलेंडर वर्षों के बिना वेतन के छुट्टी नहीं ली है इस प्रयोजनार्थ पूर्ण अंक दिए जाएंगे। अन्यो के मामले में यथानुपात कमी निम्नानुसार की जाएगी:—

वेतन में नुकसान पर बिना छुट्टी

20 अंक

वेतन में नुकसान पर छुट्टी

1 दिन के लिए

19 अंक

2 दिन के लिए

18 अंक

3 " "

17 अंक

4 " "

16 अंक

5 " "

15 अंक

6 " "

14 अंक

7 " "

13 अंक

8 " "

12 अंक

9 " "

11 अंक

10 " "

10 अंक

11 " "

9 अंक

12 " "

8 अंक

13 " "

7 अंक

14 " "

6 अंक

15 " "

5 अंक

16 " "

4 अंक

17 " "

3 अंक

18 " "

2 अंक

19 " "

1 अंक

20 दिन या अधिक

0 अंक

गोपनीय रिपोर्ट:

अंक निम्नानुसार होंगे:

उस वर्ष से पूर्व जिसमें रिक्ति हुई, तीन कैलेंडर वर्षों की अवधि के लिए गोपनीय रिपोर्ट में औसत अंकों को माना जाएगा। यदि प्राप्त किए गए अंक 35 प्रतिशत से कम है, तो उम्मीदवारों को पदोन्नति के आवेदन छूटा जाएगा।

5. जहां कहीं एक से अधिक कर्मचारी को उभी तारीख से उच्च ग्रेड में पदोन्नति किया जाता है, उन मामलों में उच्च ग्रेड में वरिष्ठता प्रत्येक उम्मीदवार द्वारा वयन में प्राप्ति किए गए अंकों के आधार पर निर्धारित की जाएगी। यदि दो उम्मीदवार एक-जैसे अंक प्राप्त करते हैं, तो उनकी वरिष्ठता फीडर वर्ग में सेवा काल के आधार पर निर्धारित की जाएगी, वरिष्ठ कर्मचारी को कनिष्ठ कर्मचारी से ऊपर रखा जाएगा। तथापि, यदि फीडर वर्ग में भी सेवा काल दोनों का एक जैसा हो तो उनकी वरिष्ठता कम्पनी में उनकी कुल सेवा के आधार पर निर्धारित की जाएगी यदि कम्पनी में कुल सेवा भी एक जैसी है, तो वरिष्ठता उनकी आयु के आधार पर निर्धारित की जाएगी अर्थात् अधिक आयु के कर्मचारी को छोटी आयु के कर्मचारी से वरिष्ठ समझा जाएगा।

6. वर्ग-II में पद पर नियुक्ति/पदोन्नति के लिए ट्रेड परीक्षा आयोजित की जाएगी। अन्य मामलों में मौखिक परीक्षा/साक्षात्कार आयोजित किया जाएगा। परीक्षा में 50 प्रतिशत या इससे अधिक अंक प्राप्त करने वाले उम्मीदवारों पर ही प्रोन्नति/नियुक्ति के लिए विचार किया जाएगा। जिन वर्गों के लिए अब कोई प्रयोगात्मक/लिखित परीक्षा/साक्षात्कार आयोजित नहीं किया जाता, उनके लिए उन्हीं नियमों का अनुपालन किया जाएगा।

## बर्ग-1

सहायक डी मैग, कनिष्ठ रसायनक, सर्वेक्षक, वरिष्ठ प्राबुलिपिक,  
वरिष्ठ क्लर्क, वरिष्ठ टाइम कीपर, स्टोर कीपर आदि

1. प्रयोगात्मक/लिखित परीक्षा/वृत्तरम्भू	30 प्रक
2. हाजिरी	20 प्रक
3. गोपनीय रिकार्ड	30 प्रक
4. वरिष्ठता	20 प्रक

## बर्ग-2

प्रयोगात्मक/लिखित परीक्षा/साक्षात्कार	30 प्रक
2. हाजिरी	20 प्रक
3. गोपनीय लेखा	20 प्रक
4. वरिष्ठता	30 प्रक
<b>कुल</b>	<b>100 प्रक</b>

## बर्ग-3

प्रधीनस्थ सेवा के सभी प्राप्य पद

1. ट्रेड परीक्षा/साक्षात्कार	30 प्रक
2. हाजिरी	20 प्रक
3. गोपनीय रिकार्ड	20 प्रक
4. वरिष्ठता	30 प्रक
<b>कुल</b>	<b>100 प्रक</b>

## ORDER

New Delhi, the 12th April 1984

S.O. 1534—Whereas an industrial dispute exists between the management of Travancore Titanium Products Ltd., Trivandrum and their workmen represented by Titanium Production Department Employees Union, Titanium Products Thozhilali Union, Titanium General Labourers Union, Titanium Products Labour Union, Titanium Workers Union, TTP Employees Union, Titanium Employees Organisation, Titanium Employees Federation and Titanium Products Employees Union,

And Whereas, the said employers and their workmen have by a written agreement under sub-section (1) of Section 10 A of the Industrial Disputes Act, 1947 (14 of 1947), agreed to refer the said dispute to Arbitration and have forwarded to the Central Government under sub-section (3) of Section 10A of the said Act, a copy of the said arbitration agreement.

Now Therefore in pursuance of sub-section (3) of section 10A of the said Act, the Central Government hereby publishes the said agreement.

## AGREEMENT

(Under Section 10A of the Industrial Disputes Act, 1947)

Name of parties

Representing employer

(1) Sri C.T. Sukumaran, I.A.S. —Managing Director

(2) N.M. Velayudhan  
Representing workmen

—Manager (Pl. & Admin.)

- |                               |   |   |
|-------------------------------|---|---|
| (1) Shri P. Madhavan          | } | Titanium Production Department Employees Union. |
| (2) T.C. Varghese             |   |   |
| (3) K. Velayudhan Nair        | } | Titanium Products Thozhilali Union.             |
| (4) C. Mohanan                |   |   |
| (5) A. Jawaharlar             | } | Titanium General Labourers Union.               |
| (6) A.K. Abdul Rehiman        |   |   |
| (7) C.S.B. Thilak             | } | Titanium Products Labour Union.                 |
| (8) P.M. Muthayya             |   |   |
| (9) S. Rajan                  | } | Titanium Workers Union.                         |
| (10) P. Rangan Asari          |   |   |
| (11) R. Velayudhan Nair       | } | TTP Employees Union.                            |
| (12) K.P. Sankaradas          |   |   |
| (13) K. Rajan Babu            | } | Titanium Employees Organisation.                |
| (14) A.K. Abdul Rehiman       |   |   |
| (15) P.M. Kurian              | } | Titanium Employees Federation.                  |
| (16) T.P. Mohanchandran Nair. |   |   |
| (17) S. Ravindran             | } | Titanium Products Employees Union.              |
| (18) K.K. Abdul Rehiman       |   |   |

## SHORT RECITAL OF THE CASE

The above mentioned Unions pointed out certain discrepancies in the existing Subordinate Service Rules and sought revision. The Management prepared and circulated a draft proposal for revision of Subordinate Service Rules among the Unions. Several rounds of discussions were held between the Management and the Unions but an agreed set of revised rules could not be brought about.

In the meeting held on 9-11-1983 it was agreed between the parties to refer the entire revision of Subordinate Service Rules to the arbitration of Shri M.P. Narayana Menon, Retd. Joint Labour Commissioner. The existing service rules is enclosed as Annexure 'A' and the draft Subordinate Service Rules proposal circulated among the Unions is enclosed as Annexure 'B'.

## TERMS OF REFERENCE

- (1) It is agreed between the parties to refer for the arbitration of Shri M.P. Narayana Menon, the entire revision of Subordinate Service Rules.
- (2) The decision of the Arbitrator shall be final and be binding on both parties.
- (3) While giving the award the Arbitration shall take into consideration all the Government rules and directives like reservation to SC/ST, communal rotation in appointments etc. and the various labour legislations.
- (4) The Arbitrator shall make his award within 3 months of the date of reference to the Arbitrator or within such further time as extended by mutual agreement between us in writing.
- (5) This Agreement supersedes the previous agreement arrived between the parties on the same subject on 9-1-1980.

- (6) The total number of workmen employed in the undertaking affected will be 1261.

Signature of parties.

(1) C.T. Sukumaran	Managing Director	Sd/
(2) N.M. Vijayan	Manager (Pl. & Admn)	Sd/-
(3) P. Madhavan		Sd/-
(4) T.C. Varghese		Sd/-
(5) K. Velayudhan Nair		Sd/-
(6) C. Mohanan		Sd/-
(7) A. Jawaharlal		Sd/-
(8) A.K. Abdul Rehiman		Sd/-
(9) C.S.B. Thilak		Sd/-
(10) P. Muthayyan		Sd/-
(11) S. Rajan		Sd/-
(12) P. Rangan Asari		Sd/-
(13) R. Velayudhan Nair		Sd/-
(14) K.P. Sankaradas		Sd/-
(15) K. Rajan Babu		Sd/-
(16) A.K. Abdul Rehiman		Sd/-
(17) P.M. Kurlan		Sd/-
(18) T.P. Mohanachandran Nair		Sd/-
(19) S. Ravindran		Sd/-
(20) K.K. Abdul Rehiman		Sd/-

Witnesses.

(1) G. Santosh Kumar—Welfare Officer	Sd/-
(2) M.P. Sreedharan Nair—Sr. Time keeper	Sd/-

[No. L-29013/1/84-D.III.]

T. B. SITARAMAN, Under Secy.

#### ANNEXURE 'A'

Subordinate Service Rules came into force with effect from

JUNE 1977

#### TRAVANCORE TITANIUM PRODUCTS LIMITED KOCHUVELI TRIVANDRUM-21 KERALA STATE

#### SUBORDINATE SERVICE RULES

##### Preliminary

1. These Rules shall be called the Travancore Titanium Products Subordinate Service Rules.
2. They shall come into effect immediately.
3. The Management may in its discretion amend, alter or abrogate any of these Rules as and when deemed necessary on expedient.
4. In cases of doubt as to the interpretation of any of the provisions of these Rules, the decision of the Managing Director shall be final.

#### CHAPTER I

##### APPOINTMENTS AND PROMOTIONS

1.01 The posts listed in Schedule I to these Rules constitute the Subordinate Service of the Travancore Titanium Products Ltd.

1.02 No person shall be appointed to a post in the Subordinate Service unless he possesses the qualifications prescribed in Schedule II to these Rules.

1.03 Initial appointment to a post may be either by direct recruitment or recruitment through the Public Service Commission or by promotion as laid down in Col. 3 of Schedule II.

1.04 Any person appointed to the Service of the Company must be a Citizen of India, should have completed 18 years of age at the time of appointment and should be of sound health.

1.05 Any person selected for appointment shall undergo training or probation for such periods as on such terms and conditions as the Company may fix.

1.06 A person who is appointed to a regular post on satisfactory completion of probation shall be eligible to count the period of probation as service for purpose of leave, increments etc. and seniority provided however that the period of extended probation will not count for seniority.

1.07 If a person appointed on probation does not make satisfactory progress within the period of probation, his probation may be extended by an equal period or such shorter period as may be considered necessary to attain the expected standard. If he fails to attain the required standard even after the extended period, his services will be terminated.

1.08 If a candidate who has completed the probation cannot be appointed immediately to a post for want of a vacancy, he may be discharged and recalled for appointment as soon as a vacancy arises. If he is re-appointed, he shall be entitled, to count the period of probation as service for purpose of leave, increment etc.

1.09 The Company may at any time, discharge a candidate undergoing training, apprenticeship or probation, if, in its opinion, it is not necessary or expedient to continue such training, apprenticeship or probation.

1.10 Where a post is to be filled up by promotion, it shall be on the basis of seniority and suitability as laid down in Appendix III.

1.11 Prescribed tests may be conducted for appointment either by promotion or direct recruitment. The tests will be conducted by such Officers as may be nominated by the Management.

1.12 All Posts in the Subordinate Service will be filled up by promotion from the feeder category. If eligible hands as laid down in Appendix III are not available. Internal Recruitment will be resorted to for which the rules laid down in Schedule II for the direct recruitment will be made applicable. If by Internal Recruitment eligible hands are not available, direct recruitment will be resorted to.

#### CHAPTER II

##### POSTS AND PAY

##### 2.1 Tenure of posts

2.1.1 The number of posts in each class or grade shall be fixed by an order of the competent authority.

2.1.2 A permanent post is one which is sanctioned without limit of time. A person is said to be appointed permanently to a post when he is confirmed and appointed without limit of time to a permanent post.

2.1.3. Only one person can be appointed permanently in one permanent post at one time.

2.1.4 A temporary post is one which is sanctioned for a specific period for a specific purpose and a person who is appointed to such a post is called a temporary employee.

2.1.5 A person is said to act in a post when he is appointed to a post of which there is no incumbent or the incumbent of which is absent temporarily for any reason.

2.1.6 A person holding a permanent post, when posted in an acting capacity to a higher post or is on deputation,

retains a claim to return to the permanent appointment on termination of the acting or deputation period.

## 2.2 Transfers

2.2.1 Transfers from one post to another on the same scale of pay may be effected in the interests of the Company. In such cases, the person transferred shall be eligible for any promotion or revision of salary which he would have got had he continued in the original appointment, subject to the conditions laid down in para 2 of Appendix II.

Provided that such claim for promotion, revision, or re-transfer will lapse on his promotion to a higher post in the new Department or on the expiry of two years from the date of joining the new post, whichever is earlier. If, however, the employee is desirous of retransfer to his original post he shall inform the Company of his desire atleast 6 months prior to the date of automatic expiry of his claim for retransfer.

2.2.2 While a transfer is made from one Department to another Department, from one post to another post in the same scale of pay such transfer shall be made only when a suitable person is not available in the same Department.

## 2.3 Commencement of Service

2.3.1 The appointment of an employee and his claim to pay thereof take effect from the date on which he assumes charge of the post and cease from the date on which he relinquishes charge.

2.3.2 If charge is assumed in the forenoon, the appointment takes effect from that day, and if in the afternoon, from the next day. Similarly if charge is relinquished in the forenoon, the appointment ceases from that day and, if in the afternoon, from the next day.

## 2.4 Pay

2.4.1 The pay of a post shall be fixed by an order of the competent authority.

2.4.2 The pay shall be either a fixed amount or a scale of pay beginning with a minimum and progressing by specified annual stages to a maximum. The stages of rise shall be called "increment."

2.4.3 More than one person cannot draw pay for one and the same permanent post.

## 2.5 Initial Pay

2.5.1 A person who is initially appointed to a post in a permanent or temporary capacity will be paid the minimum of the scale of pay sanctioned for the post :

Provided that the Managing Director may, in the case of candidates possessing special qualification or experience which is likely to enhance his usefulness to the Company, sanction a higher initial pay.

2.5.2 A person who undergoes probation after direct recruitment shall be entitled to draw the minimum pay of the post.

2.5.3 A person already holding an appointment in the Company, when appointed to a higher post, will have his initial pay in the higher post fixed at the stage next above the pay he is drawing in the lower scale. If, however, such appointment is effected on the day on which an increment has fallen due in the lower scale, the employee will be granted the increment and his pay fixed at the next higher stage in the higher scale.

2.5.4 A person transferred from one post to another in the same scale of pay under Rule 2.2.1 shall continue to draw the pay he was drawing in the previous post and also earn subsequent increments as if he had continued in the previous appointment.

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## 2.6 Substitute arrangements

2.6.1 A post is said to be vacant when nobody has been appointed to the post or when the holder of the post is absent.

2.6.2 When a post falls vacant, it may be filled in any one of the following manner—

- (i) If a vacancy is permanent it may be filled in by promotion from among the eligible candidates or in the absence of eligible candidates, it may be filled by internal recruitment or direct recruitment in accordance with the procedure prescribed for such appointment.
- (ii) If the vacancy is not permanent, it may be filled by stepping up an employee from the next lower grade in an Acting capacity or by posting another employee to look after the duties of the vacant post in addition to his own without detriment to both.

2.6.3 An employee is eligible to act in a higher post only if he has the required qualification prescribed for the higher post. Acting service against permanent vacancies shall not be continued for more than six months.

2.6.4 A person who is appointed to act in a higher post of the administrative department (Persons having less than 8 hours work per day) shall be entitled to one-fifth of his basic pay in addition to his pay in the original post provided the duration of vacancy is more than 14 days. The concerned Head of the Department shall issue an order that the Employee concerned has been put in additional charge of the duties of another employee during his absence as and when the Head of the Department is certain that the period for which additional charge is given to the employee will be atleast for 15 days continuously.

2.6.5 A person who is appointed to act in a higher post of the Department other than those in the administrative office (persons having 8 hours work per day) shall be entitled to one-fifth of his basic pay in addition to his pay in the original post. The person to act in the higher place shall fulfil the condition in Rule 2.6.3 and shall be a worker in the panel previously approved by the concerned head of the Department and Personnel Manager.

2.6.6 An employee holding additional charge of a post may be paid a charge allowance equal to the acting allowance admissible to him under rule 2.6.4 and 2.6.5 above.

## 2.7 Increment

2.7.1 An increment falls due for payment on the expiry of the qualifying period unless it has been withheld by an order of the competent authority.

2.7.2 An order withholding an increment should be specific as to the period for which it is withheld and whether it will have the effect of postponing future increments.

2.7.3 In calculating the qualifying period for granting the increment, periods of suspension as punishment, unauthorised absence and leave on loss of pay shall be discarded, as per Standing Orders, as not qualifying and a corresponding number of days added to arrive at the due date.

2.7.4 On promotion the employee will be granted an increment in the lower scale before fitment in the higher scale. His normal date of increment in the old post will be kept unchanged in the promotion scale.

## CHAPTER III

### LEAVE RULES

#### 3.1 General Provision

3.1.1 Leave of absence will be granted to employees in the Subordinate Service in accordance with the provisions of the certified Standing Orders for workmen or staff as the case may be laying down the nature, extent and conditions

of grant of leave.

### 3.2 CASH EMOLUMENTS IN LIEU OF LEAVE

3.2.1 Employees will however, be compensated by cash payment in respect of leave accrued but not utilised as provided for hereunder. The part of the leave in respect of which cash payment is made will be treated to have been surrendered.

3.2.2 If on the last day of any calendar year, an employee has to his credit more than thirty days annual leave, he will be paid cash emoluments in respect of the excess over thirty days of such leave, calculated at his wages for the month of December. The maximum limit that one can accumulate annual leave to his/her credit is 60 days on submission of request. Cash emoluments will also be paid in lieu of casual leave and sick leave that have not been availed of during the year.

3.2.3 Cash emoluments will be paid in respect of the leave to the credit of an employee whose service with the Company is terminated due to retirement, death or resignation to the extent specified below :

(i) In the event of retirement, the entire annual leave to his credit as on the date of retirement as well as proportionate casual leave and sick leave upto that date reduced by the number of days of each kind of leave availed of during the year.

(ii) In the event of death, annual leave, casual leave and sick leave to the same extent as in sub-rule (i) above.

Provided, however, that the amount will be payable to any person nominated by the employee or failing such nomination, to the legal heirs.

(iii) In the event of an employee resigning his appointment, the entire annual leave to his credit as on the date of resignation and proportionate casual and sick leave to the same extent as in sub-rule (i) above.

### 3.3 COMPENSATORY LEAVE

3.3.1 In case a weekly off day of an employee occurs on a festival holiday another day as compensatory off in lieu of the festival holiday shall be granted and such compensatory off shall be availed of within the succeeding two months.

## APPENDIX-I

### RECRUITMENT RULES

1. All selection for appointment by direct recruitment to the subordinate Service of the Company may be made on the advice of a Committee called the Recruitment Committee.

2. There shall be separate Committee for recruitment to each Department, the composition of which shall be as follows :

(i) The Head of the Department to which the recruitment is to be made.

(ii) The Personnel Manager.

Provided that where the Personnel Manager is himself the Head of the Department, the second member will be nominated by the Managing Director. The Managing Director may constitute any other Committee at his discretion for the purpose of recruitment.

3. The Personnel Manager will be the Convener of the Committee. He shall be responsible for arranging the recruitment in accordance with the procedure laid down hereunder.

4. It shall be the responsibility of the Head of the Department to initiate action for filling a vacancy arising in his

department by direct recruitment. For this purpose he shall furnish the Personnel Manager with full details of the requirements.

5. (a) Whenever it becomes necessary to make appointment to a post by direct recruitment, the details of the vacancies including the name of the post, number of vacancies, qualifications and any other relevant information, shall be notified to the nearest Employment Exchange to obtain a panel of names of candidates registered by the Exchange.

(b) If the post is one requiring technical skill or specialised knowledge and a wide range of choice is considered desirable, the Company may also invite applications by notification.

(c) The vacancies may be notified among the employees of the Company to enable eligible candidates to apply for the post.

(d) It shall be competent for the Managing Director to declare that particular vacancies will be reserved for recruitment from among the employees of the Company or for recruitment of candidates belonging to the scheduled castes or scheduled tribes.

6. All applications received and the lists forwarded by the Employment Officers shall be scrutinised by the Personnel Manager. Those who do not conform to all the requirements as notified shall be rejected.

7. The Personnel Manager shall arrange for the lists of eligible candidates being prepared and the selection conducted as directed by the Committee.

8. The Committee may conduct such oral or written test as they may consider necessary to assess the suitability of the candidates and selection may be made on the basis of the results of such tests and the marks obtained at the interview.

9. Where a test is obligatory, the candidates should be made to undergo such test and final selection shall be made from those who pass the test.

10. A list of candidates selected shall then be prepared by the Convener in the order of merit, signed by all the members of the Committee and submitted to the Managing Director for approval. The order of merit will be the order of the inter-se seniority of the candidates selected.

11. The list approved by the Managing Director shall be valid for 2 years or until a fresh list is prepared, whichever is earlier and all vacancies arising in the post during that period shall be filled only by candidates included in the list in the order of precedence.

12. The Character and antecedents of the selected candidates will be verified in such manner as the Company may decide. In case an adverse report is received about any candidate, he will be discharged from service forthwith.

13. The Head of the Department shall estimate in advance the vacancies that are likely to arise in the Department and arrange for selection of candidate as soon as possible after the existing list is exhausted.

14. For the purpose of these Rules, the following Officers shall be deemed to be the Head of Departments.

- (1) Works Manager
- (2) Secretary & Finance Controller
- (3) Chief Engineer
- (4) Instrument Manager
- (5) Personnel Manager
- (6) Security Superintendent
- (7) Research & Development Manager.

## APPENDIX II

## RULES RELATING TO PROMOTION AND MAINTENANCE OF SERVICE RECORDS

## PROMOTIONS

1. Unless otherwise provided for in the Rules, promotion to a post shall be from the next lower post in the same branch in a Department. It shall however, be competent for the Managing Director to classify posts in the same department on the same scale of pay and having similar duties into one cadre for purposes of promotion to the next higher post on the basis of combined seniority.

Note.—The appointment of a person who is already employed in any capacity in the Company to any other post in a different branch of his own application shall be deemed to be a direct recruitment and shall be done only in accordance with the rules relating to direct recruitment contained in Appendix I.

2. An employee permanently borne in a cadre of one Department and transferred to another Department will be eligible for consideration for promotion in vacancies in the former Department in accordance with his seniority in that Department on the following conditions.

- (i) The transfer was made in the interest of the Company and without a request from him.
- (ii) The transfer was not on grounds of unsuitability or medical unfitness.
- (iii) He satisfied the criteria fixed for promotion.

3. An employee who is offered a promotion to a post but refuses to accept it, will forfeit all claims for future promotions in the Department.

4. An employee who has failed in the test given for promotion, will not be considered for promotion till the expiry of six months.

5. For the purpose of ascertaining eligibility for promotion and for reckoning other service benefits the Company shall maintain, the following records pertaining to all the employees in its service.

- (1) Personal files (2) Confidential Records (3) Gradation lists.

## PERSONAL FILES

6. Personal files shall be maintained in respect of all employees in the service of the Company.

7. The Personal Files shall contain the full history of the service of the employees and give a connected account of the changes in their appointment, emoluments, leave of absence etc. Copies of orders relating to these matters shall be filed in the personal files in chronological order and the sheets numbered serially.

8. Copies of orders of any punishment imposed or any reward or certificate for meritorious service rendered should be placed in the Personal File.

9. Entries in the Personal File shall be made as and when necessary and kept up to date in the prescribed forms and attested by the Head of the Department or any other officer authorised on this behalf.

## CONFIDENTIAL RECORDS

10. An Officer under whom an employee is working shall maintain a Confidential record about the manner in which the latter carries out the duties entrusted to him to enable his superiors to assess his merit or demerits.

11. The entries in the Confidential Record shall be clear and precise and shall be based on the Officer's personal observation of the work and conduct of the employee.

12. The entries shall be made by the Officer in his own hand or type written by him and details thereof shall be kept confidential.

13. Any aspect of meritorious service deserving special mention should also be briefly recorded in the Confidential Record. Similarly, any punishment imposed and the circumstances leading to such punishment should also be mentioned.

14. The Confidential Record should be prepared every half year, covering the period from January to June and July to December. It shall be written up before the end of July and January and shall not be delayed least it becomes a product of memory and mere routine.

15. The Confidential Record shall be prepared by the Officer under whom an employee is working and shall be submitted to the Head of the Department who shall countersign it adding his own remarks, if any.

16. If there are adverse remarks in the Confidential Record of any employee, the Head of the Department shall notify the employee of the fact. Where the remarks are such a nature that the employee needs an advice or admonition only, the Head of the Department shall do so. In more serious cases, the Head of the Department shall give an opportunity to the employee concerned to submit an explanation. The intimation to the employee together with his reply, if any, shall be filed in the Personal File.

Where, however, such adverse remarks are not notified to the employee in accordance with the rule 16, for the purpose of evaluation, it will be deemed that the Confidential Report is average in respect of the reports upto the end of 1976 and that a minimum of 35 percent marks in respect of the Confidential Records introduced from 1977.

17. The Confidential Records of all the employees shall be kept in safe custody by the Personnel Manager and made available to the Head of the Department for reference whenever required.

## GRADATION LISTS

18. Lists showing the relative seniority of the employees in each class of appointment shall be maintained upto date and shall be the primary document for deciding claims of the employees based on seniority.

19. The seniority of a person in any class of appointment is decided by the date of his first appointment in a permanent capacity and in a sanctioned post.

20. Where more than one person has been appointed to the same post on the same date, seniority will be determined as follows :

- (1) Where the appointment is made by promotion, by selection, the selected candidates will be ranked on the basis of merit as provided for in Appendix III.
- (2) If the appointment was made by direct recruitment seniority will be determined by the serial order in which the names appear in the order of appointment or in the selected list.

21. A Gradation List shall be prepared in the first instance and published on the notice board inviting objections, if any. Such objections shall be considered and, if sustainable, the list shall be amended accordingly. The final list shall then be published.

Provided, however, that before an amendment is introduced on the basis of the representation of any employee, the other persons likely to be affected by such amendment shall be given an opportunity to present their counter claims as against the first petitioner which shall also be taken into consideration before final orders are passed.

22. The list shall be open for an employee to refer to at any time in connection with any dispute regarding seniority.

23. The Gradation List shall be under constant revision consequent on any changes in appointment held by the

persons included in the list or orders affecting the seniority of any person. The changes shall be incorporated then and there and a complete revised list published every year or at such longer intervals as the Managing Director may deem fit.

### APPENDIX—III CRITERIA FOR PROMOTION

1. Eligibility of candidates for promotion will be considered with reference to the conditions existing on the date on which the vacancy arose. Only those candidates who possess the prescribed qualifications and experience on the crucial date will be considered for promotion. In cases where the filling up of posts has been held over, the date on which sanction is recorded by the Managing Director to fill in the posts will be deemed to be the date on which the vacancies arose for the purpose of this clause.

2. Not more than three candidates shall be considered for every vacancy in accordance with their rank in the feeder category from which promotion is to be made.

3. Completed years of service in the lower grade alone will be reckoned for purpose of seniority. The completed year of service will include the period of probation in a category except such periods of extended probation on the basis of specific orders.

4. Selection will be based on seniority, regularity in attendance and Confidential Records. Practical or oral tests (interview) and superior educational qualifications may also be among the criteria for promotion.

5. Marks for each item will be assigned as detailed in the Annexure.

6. Persons who have availed themselves of leave on loss of pay for an average of more than 50 days per year, excluding leave on loss of pay due to accident while on duty during the three calendar years previous to the one in which the vacancy arose, will not be considered for promotion. Those who have not availed of leave on loss of pay in the three calendar years preceding the one in which the selection is made will be given the full marks allotted for the purpose. Pro rata reduction will be made in the case of others as given below :

6.1 No leave on loss of pay	—	20 Marks
Leave on loss of pay or	1 day	19 "
	2 days	18 "
	3 "	17 "
	4 "	16 "
	5 "	14 "
	6 "	12 "
	7 "	10 "
	8 "	8 "
	9 "	6 "
	10 "	4 "
	11 "	2 "
	12 days or more	0 "

6.2 While counting loss of pay for promotion, loss of pay due to accident while on duty will not be included. Loss of pay due to suspension also will not be included, if finally the employee is exonerated or given a lesser punishment than suspension.

7. Two marks will be assigned to every year of completed service of an employee in the feeder category subject to the maximum provided for in the Annexure.

8. Confidential Records for a period of three calendar years prior to the year in which the vacancy arose will be considered and marks assigned. The absence of confidential report will be taken to mean that the reports in question are satisfactory (average). (Satisfactory/average means 50 marks). No candidate who has obtained less than 50 persons marks for the Confidential Report upto 1976 and 35 percent marks

for the reports since 1977 will be considered for promotion. The marks for the Confidential Reports upto 1976 will be as follows :—

Excellent	100 marks
Above average	75 "
Average	50 "

9. Allocation of marks for Educational qualifications will be as follows :

#### ADMINISTRATIVE

Post-Graduates	20 Marks	} Provided the qualification is relevant to the higher post
Graduates	15 "	
Intermediate/PUC/PDC	10 "	
SSLC	5 "	
TECHNICAL		
Post Graduates	20 "	}
Graduates	15 "	
3 Year Diploma	13 "	
National Trade Certificate/Intermediate/PUC/PDC/ITI	10 "	

Note.—Graduates with professional qualifications such as ICWA/Secretaryship/Business Management etc. will be treated as equivalent to Post Graduate.

10. Where more than one employee is promoted to a higher grade on the same date, seniority in the higher grade will be fixed on the basis of the marks obtained by each candidate in the selection. If two candidates obtain the same marks, their seniority will be fixed on the basis of the length of service in the feeder category, the senior employee being placed above the junior. If however, service in the feeder category is also the same, then their seniority will be fixed on the basis of their total service in the Company. If the total service in the Company is also the same, seniority will be fixed on the basis of their age, the older employee being placed as senior to the younger employee.

11. Trade test will be conducted for appointment/promotion to the post in category III. Oral test/interview will be conducted in other cases. Candidates who obtain 50 per cent or more marks in the test will alone be considered for promotion.

For those categories for which no practical/written/interview are conducted at present, the same rules shall be followed.

#### ANNEXURE

##### Category I

Asst. D'Man, Junior Chemist, Senior Stenographer, Supervisor Receptionist, Store-Keeper, Senior Clerk.

1 Practical/written test/interview	30 marks
2 Educational qualifications	20 "
3 Attendance	20 "
4 Confidential Record	15 "
5 Seniority	15 "
	<u>100 Marks</u>

##### Category II

Chargehands

1 Practical/written test/interview	30 Marks
2 Attendance	20 "
3 Confidential Record	20 "
4 Seniority	30 "

100 Marks

##### Category III

All other posts in Subordinate Service

1 Seniority	50 Marks
2 Attendance	30 "
3 Confidential Record	20 "

100 Marks



## SCHEDULE I

List of posts in the Subordinate Service.

## I. Production Department :

1. Process Supervisor
2. Supervisor (Packing Shed and Raw Material)
3. Chargehand Process Operator
4. Stitching Operator
5. Process Operator
6. Crane Operator
7. Trolley Driver
8. Safaicars
9. Work Assistant

## II. INSTRUMENT DEPARTMENT:

1. Supervisor (Instruments)
2. Chargehad ( .. )
3. Instrument Mechanic
4. Work Assistant.

## III. ENGINEERING DEPARTMENT :

1. Supervisor (Mech.)
2. Supervisor (Electrical)
3. Supervisor (Boiler)
4. Supervisor (HDP & FRP)
5. Supervisor (Lead Burning)
6. Supervisor (Civil)
7. Asst. D'Man
8. Chargehand
9. Tracer
10. Work Overseer
11. Blue Printer
12. Staff Driver
13. Fitter
14. Plastic Liner
15. Rubber liner
16. Electric fitter
17. Greaser
18. Electrician
19. Electric Winder
20. Telephone Mechanic
21. Lift Operator
22. Turner
23. Machinist
24. Plumber
25. Lead Burner
26. Sanitary Plumber
27. Automobile Fitter
28. Moulder
29. Refrigeration & Air Conditioning Mechanic
30. Sheet fitter
31. Carpenter
32. Painter
33. Stone Dresser
34. Brick layer

35. Rigger
36. Blacksmith
37. Work Superintendent
38. Boiler Attendant
39. Asst. Boiler Attendant
40. Driver
41. Automobile Cleaner
42. Work Assistant
43. Supervisor (Brick lining and Plumbing)
44. Supervisor (Painting)
45. Supervisor (Carpentry)
46. Supervisor (Vehicles)
47. Painter (Artistic)

## STORES :

1. Store Keeper
2. Head Lascar
3. Lascar
4. Stores Attender
5. Stores Assistant
6. Asst. Store Keeper.

## ADMINISTRATIVE :

1. Senior Clerk
2. Junior Clerk — Through Public Service Commission
3. Sr. Stenographer —
4. Jr. Stenographer -do-
5. Typist -do-
6. Receptionist
7. Jr. Time Keeper
8. Rota Print Operator -do-
9. Telephone Operator -do-
10. Attender -do-
11. Peon -do-

## RESEARCH AND DEVELOPMENT, TECHNICAL SERVICE &amp; ANALYTICAL :

1. Junior Chemist
2. Asst. Chemist
3. Laboratory Attender
4. Library Assistant
5. Library Helper.

## PERSONNEL DEPARTMENT :

1. Head Cook
2. Asst. Cook
3. Canteen Stores Attender
4. Canteen Mazdoor
5. Canteen Cleaner
6. Welfare Assistant
7. Canteen Assistant—designated as Junior Assistant.

## SECURITY DEPARTMENT :

1. Head Security Guard
2. Security Guard
3. Supervisor
4. Head Gardener
5. Gardener

6. Head Dhobi
7. Dhobi
8. Sir Safaicar
9. Cleaner
10. Scavenger
11. Scavenger-cum-sweeper
12. Cleaner-cum-sweeper
13. Safaicar.

- (1) Pass in Vth Class and 5 years experience in Production Dept OR
- (2) Literacy with 10 years experience in Packing Shed.
- (b) Direct recruitment
  - (1) SSLC OR
  - (2) III Form or VII Std. Proficiency in the trade and pass in the Trade Test.

## 6. CRANE OPERATOR

- (a) Direct Recruitment
  - (1) ITI—irrespective of Trade—Training for one year OR
  - (2) 3 years experience as Crane Operator—Preferably in EOT Crane OR
  - (3) SSLC—Pass in Trade Test.

## 7. TROLLY DRIVER

- (a) Direct Recruitment
  - (1) LMV Driving Licence—ITI in Motor Mechanic Trade—Preferred—Pass in Trade Test.
- (b) Promotion from Works Assistant
 

LMV driving licence and 2 years experience in the Company.

## 8. WORKS ASSISTANT

- (a) Transfer from Canteen
  - (1) Canteen Mazdoor/Cleaner with 2 years experience in Canteen.
- (b) Direct Recruitment
  - (1) SSLC Pass

## INSTRUMENT DEPARTMENT

## 1. SUPERVISOR

- (a) Promotion from Chargehand
  1. III Form or VII Std. with 5 years experience as Chargehand OR
  - (2) ITI in Instrument Mechanic with 2 years experience as Chargehand. OR
  - (3) Diploma in Ele. Engg./Instrumentation/Degree in Physics with one year experience as Chargehand.
- (b) Direct Recruitment
  - (1) Diploma in Instrumentation/Electronics OR
  - (2) Diploma in Mechanical/Electrical Engineering with 3 years experience OR
  - (3) Degree in Physics with 3 years experience in a Public Ltd. Company.

## 2. CHARGEHAND

- (a) Promotion from Instrument Mechanic
  - (1) III Form or VII Std. Pass—5 Years experience as Instrument Mechanic OR
  - (2) ITI in Instrument Mechanic with 2 years experience as Instrument Mechanic. OR

Note : See Amendment at page No. 1393.

## SCHEDULE II

## QUALIFICATIONS &amp; METHOD OF APPOINTMENT

## PRODUCTION DEPARTMENT

## 1. PROCESS SUPERVISOR

- (a) Promotion from : Chargehand
  - (1) SSLC with 3 years experience as Chargehand OR
  - (2) Intermediate/Pass in Pre-degree or PUC with 2 years experience as Chargehand OR
  - (3) Diploma in Chemical Technology/Chemical Engineering with one year experience.

## (b) Direct recruitment

- (1) Diploma in Chemical Engineering or Chemical Technology/B.Sc. Degree in Chemistry I or II Class.

## 2. Supervisor (Packing Shed and Raw Materials)

- (a) Promotion from Chargehand :
  - (1) III Form or VII Std. Pass—5 years experience as Chargehand OR
  - (2) SSLC with 3 years experience as Chargehand.

## 3. CHARGEHAND

- (a) Promotion from Operator
  - (1) III Form or VI Std. Pass—5 years experience as Operator OR
  - (2) SSLC with 3 years experience as Operator OR Diploma with 1 year experience as Operator.

## 4. OPERATOR

- (a) Promotion from Work Assistant
  - (1) III Form or VII Std. Pass—5 years experience in Production Department OR
  - (2) SSLC with 2 years experience in Production Department OR Diploma.
- (b) Direct recruitment
  - (1) Pass in Pre-Degree OR Diploma with 6 months experience OR
  - (2) SSLC with 2 years experience in a Public Limited Company manufacturing Chemicals.

## 5. STITCHING OPERATOR

- (a) Promotion from Work Assistant

## (b) Direct Recruitment

- (1) Diploma in Instrumentation|Electronics|Meehanical|Electrical|Engineering OR
- (2) Degree in Physics with one year experience in the trade in a Public Limited Company.

## 3. INSTRUMENT MECHANIC

## (a) Promotion from Work Assistant

- (1) Ability to read and write Malayalam as certified by a test plus 8 years experience in Instrument Section OR
- (2) III Form or VII Std. Pass with 5 years experience in Instrument Section OR
- (3) ITI with 2 years experience in instrument Section OR
- (4) Graduate in Physics.

## (b) Direct Recruitment

- (1) ITI in Instrumentation with 2 years experience in a Public Limited Company OR
- (2) Graduate in Physics.

## 4. WORKS ASSISTANT

## (a) Direct Recruitment

- (1) ITI in Instrument Mechanics Trade OR
- (2) Graduate in Physics

## ENGINEERING DEPARTMENT

## 1. SUPERVISOR (Mechanical)

## (a) Promotion from Chargehand

- (1) Ability to read and write English as certified by a test with 5 years experience as Chargehand Fitter, OR
- (2) ITI Certificate in Fitting with 2 years experience as Chargehand Fitter, OR
- (3) SSLC with 3 years experience as Chargehand in Mechanical Section.

## (b) Direct Recruitment

- (1) Degree in Mechanical Engineering OR
- (2) 3 years Diploma in Mechanical Engineering with 3 years experience in the trade in a Public Limited Company.

## 2. SUPERVISOR (Electrical)

## (a) Promotion from Chargehand

- (1) Ability to read and write English as certified by a test with 5 years experience as Chargehand in Electrical Section OR
- (2) ITI Certificate in Electrical with 2 years experience as Chargehand in electrical section or OR
- (3) SSLC with 3 years experience as Chargehand in Electrical Section.

## (b) Direct Recruitment

- (1) Degree in Electrical Engineering OR
- (2) 3 years Diploma in Electrical Engg. with 5 years experience in the trade in a Public Limited Company.

## 3. SUPERVISOR (Brick-Lining and Plumbing)

## (a) Promotion from Chargehand Brick-Liner|Sanitary Plumber|Work Overseer|Work Superintendent

- (1) Ability to read and write English with 5 years experience as Chargehand Brick-Liner|Sanitary Plumber|Work Overseer|Work Superintendent OR
- (2) SSLC with 3 years experience as Chargehand Brick-Liner|Sanitary Plumber|Work Overseer|Work Superintendent OR

- (3) ITI in Surveying and Levelling with 2 years experience as Chargehand Brick-Liner|Sanitary Plumber|Work Overseer|Work Superintendent.

## (b) Direct Recruitment

Diploma in Civil Engineering.

## 4. SUPERVISOR (Painting)

## (a) Promotion from Chargehand Painter|Work Overseer|Work Superintendent

- (1) Ability to read and write English with 5 years experience as Chargehand Painter|Work Overseer|Work Superintendent OR
- (2) SSLC with 3 years experience as Chargehand Painter|Work Overseer|Work Superintendent.

## (b) Direct Recruitment

Diploma in Civil Engineering.

## 5. SUPERVISOR (Carpentry)

## (a) Promotion from Chargehand Carpenter|Work Overseer|Work Superintendent

- (1) Ability to read and write English with 5 years experience as Chargehand Carpenter|Work Overseer|Work Superintendent OR
- (2) SSLC with 3 years experience as Chargehand Carpenter|Work Overseer|Work Superintendent OR
- (3) ITI in Carpentry|Surveying and Levelling with 2 years experience as Chargehand Carpenter|Work Overseer|Work Superintendent.

## (b) Direct Recruitment

Diploma in Civil Engineering with 3 years experience in the trade in a Public Limited Company.

## 6. SUPERVISOR (BOILER)

## (a) Promotion from Boiler Attendant

- (1) Ability to read and write English as certified by a test with 5 years experience as Boiler Attendant—Competency Certificate I Class issued by the Boiler Inspectorate OR
2. SSLC with 3 years experience as Boiler Attendant—I Class Competency Certificate issued by the Boiler Inspectorate. OR

## (b) Direct Recruitment

- (1) B.Sc. Engineering (Mech) I Class Plus I Class Certificate issued by Inspectorate of Boilers OR
- (2) Diploma in Mechanical Engineering with 3 years experience in a Public Ltd. Co., Plus I Class Certificate issued by Inspectorate of Boilers

## 7. SUPERVISOR (HDP and FRP)

## (a) Promotion from Chargehand

- (1) Ability to read and write English as Certified by a test and 5 years experience as Chargehand OR
- (2) ITI Certificate in Fitting or Welding with 2 years experience as Chargehand, OR
- (3) SSLC with 3 years experience as Chargehand.

## (b) Direct Recruitment

- (1) Degree in Mechanical Engineering OR
- (2) Diploma in Mechanical Engineering with 3 years experience in HDP and FRP Moulding and Fabrication Work.

## 8. SUPERVISOR (LEAD-BURNING)

## (a) Promotion from Chargehand

- (1) Ability to read and write English as Certified by a test and 5 years experience as Chargehand Lead Burning|Lead Plumber OR
- (2) ITI in Welding with 2 years experience as chargehand. OR

(3) SSLC with 3 years experience as Chargehand.

(b) Direct Recruitment

(1) Degree in Mechanical Engineering; OR

(2) Diploma in Mechanical Engineering with 3 years experience in the trade in a Public Limited Company.

#### 9. SUPERVISOR (CIVIL)

(a) Promotion from Overseer

(1) ITI or equivalent certificate in Surveying and Levelling with 5 years experience as Overseer; OR

(2) LCE or DCE with 3 years experience as Overseer.

(b) Direct Recruitment

(1) Diploma in Civil Engineering with 3 years experience in the trade in a Public Limited Company; OR

(2) Degree in Civil Engineering.

#### 10. ASSISTANT DRAUGHTSMAN

(a) Promotion from Tracer

(1) ITI in Draughtsmanship or equivalent with 3 years experience as Tracer in a Drawing Office.

(b) Direct Recruitment

(1) Diploma in Engineering with 3 years experience in a drawing office of a Public Limited Company; OR

(2) Degree in Civil/Mechanical/Electrical Engineering.

#### 11. TRACER.

(a) Promotion from Blue Printer

(1) 5 years experience as Blue Printer.

(b) Direct Recruitment

(1) ITI Certificate in Draughtsmanship or equivalent.

#### 12. OVERSEER

(a) Direct Recruitment

(1) ITI or equivalent certificate in Surveying and Levelling or in Draughtsmanship or equivalent with 2 years experience; OR

(2) Diploma in Civil Engineering.

#### 13. BLUE PRINTER

(a) Direct Recruitment

(1) III Form or VII Std. Pass—Experience in Blue Printing—Pass in a trade test.

#### 14. CHARGEHAND

(a) Promotion from Tradesman

(1) Ability to read and write English with 8 years experience in the concerned trade as Tradesman; or

(2) Diploma in Mechanical Engineering with 3 years in the concerned trade as Tradesman; or

(3) ITI certificate in the concerned trade with 3 years experience as Tradesman.

(b) Direct Recruitment

1. Diploma in Engineering in the concerned branch.

#### 15. TRADESMEN

A. 1. Fitter/Plastic Liner/Electric Fitter/Greaser (Trade Fitter)

2. Electrician/Electric Winder/Telephone Mechanic/Lift Operator (Trade Electrician)

3. Welder/Lead Burner (Trade Welding)

4. Turner

5. Machinist

6. Plumber—Lead/Sanitary

7. Fitter (Automobile)

8. Moulder

9. Refrigeration and Air-conditioning Mechanic

10. Sheet Fitter

11. Carpenter

12. Blacksmith

(a) Promotion from Work Assistant

1. Ability to read and write Malayalam with 8 years experience in the concerned Section; or

2. III Form or VII Standard pass with 5 years experience in the concerned Section; or

3. ITI Certificate in the concerned trade with 2 years experience in the concerned Section.

(b) Direct Recruitment

1. ITI or equivalent certificate in the concerned trade with 2 years experience in a Public Limited Company.

B. 1. Painter

2. Stone Dresser

3. Brick Layer

4. Rigger

5. Rubber Liner

(a) Promotion from Work Assistant

1. Ability to read and write Malayalam with 8 years experience as Works Assistant in the concerned section; Or

2. III Form or VII Standard with 5 years experience in the concerned section.

(b) Direct Recruitment

1. III Form or VII Standard with 5 years experience in the trade—Pass in the Trade Test—Proficiency in Trade.

6. Painter (Artistic)

(a) Promotion from Work Assistant

1. III Form or VII Standard Pass with 5 years experience in the trade.

(b) Direct Recruitment

1. SSLC with 2 years experience in a Public Limited Company in artistic painting work.

16 Boiler Attendant

(a) Promotion from Assistant Boiler Attendant

1. First Class competency certificate issued from Boiler Inspectorate with 2 years experience as Assistant Boiler Attendant.

(b) Direct Recruitment

1. I. Class Competency Certificate issued by the Boiler Inspectorate—SSLC.

17. Assistant Boiler Attendant

(a) Direct Recruitment

1. II Class Competency Certificate issued by the Boiler Inspectorate—SSLC.

18. Driver

(a) Direct Recruitment

1. SSLC Motor Driving Licence for heavy duty vehicles—3 years experience in Driving—Military Service desirable.

(See amendments at page No. 33)

## 19. Staff Driver

## (a) Promotion from Driver

1. Not less than 3 years experience in the Company as a Driver.

## 20. Work Assistant

## (a) Direct Recruitment

1. ITI Certificate in Engineering Trades—SSLC.

## 21. Automobile Cleaner

## (a) Direct Recruitment

1. ITI as Motor Mechanic. (See amendments MD's Order No. 046/79 dated 9th October, 1979 at page No. 32).

## 22. Supervisor (Vehicles)

## (a) Promotion from Staff Driver

1. Ability to read and write as certified by a test—5 years experience as Staff Driver.

## Engineering Department (Stores)

## 1. Store Keeper

## (a) Promotion

1. SSLC with 5 years experience in Stores transactions.

## (b) Direct recruitment

1. Graduate with 3 years experience in Stores transactions in a commercial or Industrial undertakings.

## 2. Assistant Store Keeper

## (a) Direct Recruitment

1. Graduate of a recognised University with 2 years experience in a Public Limited Company.

## 3. Head Lascar

## (a) Promotion from Lascar

1. III Form or VII Standard Pass with 5 years experience as Lascar.

## 4. Lascar

## (a) Direct Recruitment

1. SSLC failed or passed—ITI preferred.

## 5. Stores Attender

## (a) Promotion from Work Assistant or Lascar

1. SSLC with 3 years experience in the issue of Stores materials.

## 6. Stores Assistant

## (a) Direct Recruitment

1. SSLC or equivalent.

## ADMINISTRATIVE DEPARTMENT

## 1. Senior Clerk

## (a) Promotion from Junior Clerk/Junior Time Keeper/Stores Assistant/Typist also to be considered subject to rules with P.S.C.

Post-graduate or graduate with 3 years or SSLC with 5 years experience as Junior Clerk/Junior Keeper/Stores Assistant.

## (b) Direct recruitment. Through PSC.

Note.—See Amendments—MD's order No. 028/78 dated 26th August, 1978 MD's order No. 053/80 dated 16-10-1980 and MD's Order No. 074/80 dated 30-12-1980 at pages 29, 30 and 31.

## 2. Junior Clerk

## (a) Promotion from Attender

1. SSLC with 3 years experience in work of a clerical nature—Pass in test.

## (b) Direct Recruitment through PSC

1. Graduate in Science/Arts/Commerce Desirable—Diploma in Typewriting & Shorthand (English lower) or Typewriting and Shorthand (English) KGTE/MGTE (lower)

(See Amendment MD's Order No. 028/78 dated 26-8-1978) at pages 29 and 30.

## 3. Senior Stenographer

## (a) Promotion from Junior Stenographer

1. 5 years experience as Junior Stenographer,

## 4. Junior Stenographer

## (a) Direct Recruitment through PSC

Graduate of a recognised University—KGTE (Higher) or equivalent certificate in Typewriting and Shorthand.

## 5. Typist

## (a) Promotion from Attender/Peon

1. SSLC with KGTE in Typewriting or equivalent as Attender.

## (b) Direct recruitment through PSC

(See Amendment MW's order No. 028/78 dated 26-8-78) at pages 29 and 30.

## 6. Receptionist

## (a) Direct Recruitment

1. MA/MSc I or IInd Class—Proficiency in spoken English.

## 7. Junior Time-keeper

## (a) Promotion from Attender

1. SSLC with 3 years experience as Attender

## (b) Direct Recruitment

1. Graduate of a Recognised University.

## 8. Rotaprint Operator

## (a) Promotion from Attender/Peon

1. III Form or equivalent qualification and experience in handling, operating and maintaining Gestetner and Rota Print machine.

## (b) Direct Recruitment through PSC.

## 9. Telephone Operator

## (a) Promotion from Attender/Peon

1. SSLC or equivalent qualification and experience in handling and operating PABX and PBX exchange.

## (b) Direct Recruitment through PSC

See Amendment (MS's Order No. 028/78 dated 26-8-1978) at pages 29 / 30.

## 10. Attender

## (a) Promotion from Peon

1. SSLC Physical Fitness and 5 years experience as Peon.

## (b) Direct Recruitment through PSC

1. Graduate of a recognised University.

## 11. Peon

## (a) Direct Recruitment through PSC

1. SSLC.

## RESEARCH AND DEVELOPMENT DEPARTMENT, TECHNICAL SERVICES AND ANALYTICAL

## 1. Junior Chemist

## (a) Promotion from Assistant Chemist

1. Pass in Intermediate or equivalent examination with Chemistry as the subject with 6 years experience as Asstt. Chemist.

## OR

2. B.Sc. in Chemistry with 3 years experience as Assistant Chemist.

## (b) Direct Recruitment

1. B.Sc. Degree in Chemistry with I Class

## OR

2. M.Sc. in Chemistry with II Class.

## 2. Assistant Chemist

## (a) Direct Recruitment

1. B.Sc., Degree in Chemistry with II Class (See amendments at page No. 32.)

## 3. Laboratory Attender

## (a) Promotion from Works Assistant in the Laboratory

1. III Form or VII Standard with 5 years experience in the Laboratory as Works Assistant.

## 4. Library Assistant

## (a) Direct Recruitment

1. SSLC with Diploma in Library Science.

## 5. Library Helper

## (a) Direct Recruitment

1. III Form or VII Standard—Experience for 2 years in a Library.

## PERSONNEL DEPARTMENT

## 1. Head Cook

## (a) Promotion from Assistant Cook

1. Literacy with 5 years experience as Assistant Cook.

## (b) Direct Recruitment

1. III Form or VII Standard Pass—Not less than 5 years experience as Cook in Industrial/Departmental Canteen.

## 2. Assistant Cook

## (a) Promotion from Canteen Mazdoor

1. III Form or VII Standard with 5 years experience as Canteen Mazdoor.

## (b) Direct Recruitment

1. III Form or VII Standard Pass—Experience in Industrial or Departmental Canteen desirable.

## 3. Canteen Stores Attender

## (a) Promotion from Canteen Mazdoor

1. SSLC Passed or Failed with 2 years experience as Canteen Mazdoor.

## (b) Direct Recruitment

1. SSLC with 3 years experience in an Industrial Canteen.

## 4. Canteen Mazdoor/Cleaner

## (a) Direct Recruitment

1. III Form or VII Standard Pass—Experience in Industrial or Departmental Canteen desirable.

## 5. Canteen Assistant

## (a) Direct Recruitment

1. Graduate of a recognised university with 2 years experience in a public limited company. (Canteen Assistant designated as Junior Assistant).

## Security Department

## 1. Head Security Guard

## (a) Promotion from Security Guard

1. Ability to read and write Malayalam as certified by a test with 10 years experience as Security Guard; or

2. Pass in V Class with 5 years experience as Security Guard. or

3. III Form or VII Standard with 3 years experience as Security Guard; or

4. SSLC with 2 years experience as Security Guard.

## (b) Direct Recruitment

1. SSLC or equivalent. Military Service as Havildar for at least 5 years desirable.

5 feet, 5 inches—Height

Physical Measurements :

32--34 inches—Chest

## 2. Security Guard

## (a) Direct Recruitment

1. SSLC—Passed—Military Service desirable.

Physical Measurements : 5 feet, 5 inches Height and 32--34 inches Chest.

## 3. Supervisor (Yard)

## (a) Promotion from Chargehand

1. III Form or VII Standard Pass—3 years experience as Chargehand.

## (b) Direct Recruitment

1. Graduate of a recognised university.

## 4. Head Gardner

## (a) Promotion from Gardner

1. Literacy and Physical Fitness with 5 years experience as Gardner.

## 5. Gardner

## (a) Direct Recruitment

1. III Form or VII Standard.

## 6. Head Dhobi

## (a) Promotion from Dhobi

1. Literacy & Physical fitness with 5 years experience as Dhobi

## 7. Dhobi

## (a) Direct Recruitment

1. III Form Or VII Standard—Proficiency in Trade.

## 8. Sir Safaicar

## (a) Promotion from Scavenger, Scavenger-cum-Sweeper/Cleaner/Cleaner-cum-Scavenger/Safaicar.

1. Literacy & Physical Fitness—5 years experience as Scavenger.

## 9. Cleaner

## 10. Scavenger

## 11. Scavenger-cum-Sweeper

## 12. Cleaner-cum-Sweeper

## 13. Safaicar

## (a) Direct Recruitment

1. III Form or VII Standard—Proficiency in Trade. Works Manager's Office

1. Compounder-cum-Pharmacist (Designated as Pharmacist)

## (a) Direct Recruitment/Deputation.

1. Diploma in Pharmacy Desirable :—3 years experience in a Hospital of repute. Knowledge in Nursing.

## PRODUCTION DEPARTMENT

## 1. Weighing Operator

## (a) Promotion from Works Assistant

1. Pass in Vth Class and 5 years experience in Production Department from among the packers or

2. Literacy with 10 years experience in Packing Shed from among the packers.

(b) Direct Recruitment

1. SSLC or
2. III Form or VII Standard—Proficiency in the Trade and pass in the trade test.

**TRAVANCORE TITANIUM PRODUCTS LTD.  
TRIVANDRUM**

**Amendments**

**Amendment No. 1.**

**Post—Chargehand Instruments**

Qualifications prescribed for promotion the post of Chargehand (Instruments) in the revised Subordinate Service Rules are hereby amended as follows :

- (1) Ability to read and write English as certified by a test with 8 years experience as Instrument Mechanic.

**OR**

- (2) III Form or VII Standard pass with five years experience as Instrument Mechanic.

**OR**

- (3) ITI Certificate with 2 years experience as Instrument Mechanic.

Sd/-

General Manager

For Managing Director.

**Amendment No. 2**

MANAGING DIRECTORS ORDER No. 028/78 dated 26-8-1978.

Sub : Kerala Public Service Commission—reference to—regarding

Ref : Kerala Public Service Commission's Letter No. CH(1) 2510/77/CW dated 22-3-1978 and 17-7-1978.

The method of Appointment and qualifications for recruitment to the following posts revised according to the letters cited are indicated in Annexure I. Age limit for all these posts is fixed as not below 18 years and not above 30 years with usual relaxation to Scheduled Castes/Scheduled Tribes and Backward Classes. The maximum age limit in respect of the employees working in the Company is fixed as 45 years for applying to the Public Service Commission for direct recruitment to any post in the Company.

1. Senior Clerk
2. Junior Clerk
3. Typist
4. Telephone Attender

Sd/-

**PERSONNEL MANAGER  
For MANAGING DIRECTOR**

Annexure I

**TRAVANCORE TITANIUM PRODUCTS LTD.,**

S.No.	Name of post/Method of appointment	Qualifications
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**1 Senior Clerk**

Promotion from Junior Clerk	Graduates with 3 years or SSLC with 5 years experience as Junior Clerk.
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Note : In computing the services as Jr. Clerks service as Typists will also be taken into account.

**2 Junior Clerk**

- (1) Direct recruitment through Public Service Commission Graduation in Arts, Science or Commerce of a recognised University.
- (2) Transfer from Typist Reference may be made to the qualifications prescribed for Typists.
- (3) Promotion from Attender SSLC with 3 years experience in work of a clerical nature—Pass in test.

Note : In filling the vacancies in the post of Jr. Clerks 2 : 1 : 1 ratio will be maintained 2 being direct recruitment through P S C I being transfer of Typists and 1 being promotion of Attenders.

**3 Typist**

- (a) Direct recruitment through P S C Graduation with pass in KGTE/MGTE (Lower) in Typewriting or its equivalent
- (2) Promotion from Attender SSLC with KGTE/MGTE Typewriting (Lower).

Note : In filling the vacancies in the post of Typist 3 : ratio will be maintained 3 being direct recruitment through P S C and 1 being promotion from Attender

**4 Telephone Operator**

- (1) Promotion from Attender SSLC or its equivalent qualification and experience in handling and operating PABX and PBX Exchange
- (2) Direct recruitment 1 Graduation of a recognised University  
2 Two years experience in handling and operating PABX and PBX Exchange.

Note : Direct recruitment through P S C will be made for filling vacancy in the post of Telephone Operator only if eligible candidates are not available for promotion

Sd/-

**PERSONNEL MANAGER**

For Managing Director

(True Copy)

3. MANAGING DIRECTOR'S ORDER NO. 053/80 Dated 16 October, 1980.

**POST—SENIOR CLERK**

Sub : K. P. S. C. Amendment to Note in MD's order No. 028/78 dated 26-8-1978.

Ref : Kerala Public Service Commission's letter No. CR-II-(1)2520/77/CW dated 12-9-1980.

As per the instructions of the Kerala Public Service Commission in their letter cited, we hereby amend the Note under Sl. No. 1 as under :

"In computing the service as Junior Clerk, service as Typist will also be taken into account but the typist

who is transferred as Clerk will be Junior most in the cadre of clerk as on the date of transfer and his/her turn for promotion comes only after all the junior clerks senior to him/her as on the date of transfer get promoted."

Sd/-  
Managing Director  
Sd/-  
Personnel Adviser

4. MANAGING DIRECTOR'S ORDER NO. 074/80 DT. 30-12-1980.

POST—SENIOR CLERK

Sub : KPSC—Amendment to the clause related to promotion of Senior Clerk

Ref : PSC's letter No. CII(1)2510/77/CW dated 16-1-79.

As advised by the Kerala Public Service Commission in its letter cited, the post of Stores Assistant is also included as feeder category for promotion to the post of Senior Clerk. Promotion to the post of Senior Clerks will be made in the ratio of 1 : 1 between Junior Clerks and Stores Assistants.

Sd/-  
MANAGING DIRECTOR  
Approved for issue  
Sd/-  
Personnel Adviser

31-12-1980.

5. MANAGING DIRECTOR'S ORDER NO. 046/79 Dt. 9-10-1979.

Amendment No. 2 to Subordinate Service Rules—Schedule II.

The name of the post of Automobile Cleaner is redesignated as Vehicle Cleaner.

Method of Recruitment

The qualification prescribed for the above post is hereby amended as follows :

Transfer from Canteen :

Canteen Mazdoors/Cleaners with 2 years experience in Canteen.

Sd/-  
PERSONNEL MANAGER  
For MANAGING DIRECTOR

6. MANAGING DIRECTOR'S ORDER NO. 059/79 DT. 22-11-1979

Post of Senior Time Keeper is hereby created in the scale of Rs. 300-20-320-25-395-30-605-25-955 with the following qualifications. The ratio between Junior Time Keeper and Senior Time Keeper is fixed as 1 : 1.

Qualifications :

Promotion from Junior Time Keeper

Graduate with 3 years experience OR

SSLS with 5 years experience as Junior Time Keeper.

Sd/-  
PERSONNEL MANAGER IN-CHARGE  
For MANAGING DIRECTOR

7. Amendment

Post—ASSISTANT CHEMIST

Qualifications prescribed for the post of Asst. Chemist are hereby amended as follows :

Direct Recruitment

(1) B.Sc. degree in Chemistry OR

(2) Diploma in Chemical Engineering and allied technology subjects.

24-10-1977.

Sd/-

For PERSONNEL MANAGER

8. MANAGING DIRECTOR'S ORDER NO. 060/81 DATED 4 NOVEMBER, 1981.

The following amendment is made in the Schedule II of the Subordinate Service Rules with immediate effect.

Amendment

The qualifications and method of appointment fixed for the post of DRIVER is amended and modified as under :

Name of post—DRIVER

Method of appointment

(a) Direct recruitment

1. III Form or VII Standard Pass with Motor Driving licence for heavy duty vehicles.
2. 3 years experience in driving
3. Military service desirable.

PERSONNEL MANAGER  
For Managing Director.

TRAVANCORE TITANIUM PRODUCT LTD  
TRIVANDRUM

MANAGING DIRECTOR'S ORDER NO. 060/79 Dt. 22-11-79

Post of Senior Typist is hereby created in the scale of Rs. 300-20-320-25-395-30-605-35-955 with the following qualifications. The ratio between Typists and Senior Typists is fixed as 1 : 1.

Qualifications :

Promotion from Typists

Graduate with Typewriting Lower (KGTE/MGTE) or equivalent with 3 years experience as Typist

OR

SSLC with Typewriting Lower (KGTE/MGTE) or equivalent with 5 years experience as Typist.

Direct Recruitment—Through P.S.C.

The two Typists Viz. S/Shri N. Balachandran Thampi and P. C. Bhaskaran who were transferred as Junior Clerks with effect from 18-10-1978 are hereby permitted to opt either to continue as Jr. Clerks or to comeback to their original post of Typist. If they opt to their original post of Typist, their service as Jr. Clerk will be treated as service in the post of Typist. The option shall be exercised within 21 days. Option once given shall be final.

Sd/-

MANAGING DIRECTOR'S ORDER NO. 062/79 Dt.

24-11-1979.

Post of Senior Stores Assistant is hereby created in the scale of Rs. 300-20-320-25-395-30-605-35-955 with the following qualifications. The ratio between Stores Assistant and Senior Stores Assistants is fixed as 1 : 1.

Qualifications :

Promotion from Stores Assistants

Graduate with 3 years experience

OR

SSLC with 5 years experience

The existing Stores Assistants are hereby permitted to opt either to continue as feeder category to the post of Senior Clerk or feeder category to the post of Senior Stores Assistant. The option shall be exercised within 21 days. Option once given shall be final. If no option is exercised before the due date,



it will be deemed that the concerned employees have opted to continue in the feeder category of the Sr. Clerks, Stores Assistants to be recruited in future will be the feeder category to the post of Sr. Stores Assistant.

Sd/

PERSONNEL MANAGER-IN-CHARGE  
For MANAGING DIRECTOR

TRAVANCORE TITANIUM PRODUCTS LTD, TRIVANDRUM

Managing Director's Order

No. 021/81 dated 3-3-1981

Appointment by Transfer—Orders issued

Vide Recruitment Rules of Appendix 1 of Subordinate Service Rules, sub-rule 5 (d) the following orders are issued.

(1) For filling up vacancies in the posts, Appointment by Transfer will be resorted to, when there are no eligible candidates, with prescribed qualifications in the feeder category for promotion. Appointment by Transfer will be resorted to only once in year.

(2) The number of vacancies to be filled up by Appointment by Transfer will be decided by the Managing Director from time to time.

(3) The qualifications and procedure for Appointment by Transfer shall be the same as prescribed for direct recruitment vide Appendix 1 of the Subordinate Service Rules.

(4) There shall be a Committee for selection of candidates for Appointment by Transfer for each Department and the composition of the Committee shall be as follows :

- (1) Head of the Department concerned.
- (2) Personnel Manager—provided where the Personnel Manager is the Head of the Department, the second member will be nominated by the Managing Director.
- (3) Another member nominated by the Managing Director.

The Managing Director may constitute any other Committee for the purpose of Appointment by Transfer at his discretion.

(5) Notice indicating qualifications required and number of vacancies and other details of selection shall be published by the Personnel Department atleast 15 days before the date of selection.

(6) All applications received shall be scrutinised by the Personnel Manager. Applications which do not conform to all the requirements as notified, shall be rejected.

(7) The selection Committee may conduct such oral and/or written/practical test as they may consider necessary to assess the suitability of the candidates and selection shall be made on the basis of the results of such test and the marks obtained at the interview.

(8) The list of candidates selected shall then be prepared by the Committee in the order of merit, signed by all the members of the Committee and submitted to the Managing Director for approval, and on approval the list shall be final.

(9) The past service of the employee so selected will be protected but he will be the junior most in the newly selected post. His pay will be fixed at a stage as per existing rules, with fitment benefit, if any, in the scale of pay of the recruited post.

(10) The list approved by the Managing Director for Appointment by Transfer will be valid for one year or on a member/members of the same Department, becoming eligible for promotion the post whichever is earlier and in the latter event the list shall stand cancelled.

(11) The list of posts and number of vacancies for purposes of appointment by transfer shall be notified subject to the provisions of the Subordinate Service Rules, from time to time.

(12) These orders will not apply to posts for which recruitment is to be made through Public Service Commission.

Sd/-

MANAGING DIRECTOR

Approved for issue

Sd/-

Personnel Adviser

M.D's order No. 048/81 dated 28-8-1981

Amendment

Sub : Appointment by Transfer—Orders issued

Ref. : MD's Order No. 021/81 dated 3-3-1981.

It is ordered that the Clause 1 of the MD's order No. 021/81 dated 3-3-1981 is amended as follows from the date of this order

Clause 1

"For filling up vacancies in the posts, Appointment by Transfer will be resorted to, when there are no eligible candidates, with prescribed qualifications in the feeder category for promotion. Appointment by Transfer for a particular post will be resorted to only once in a year".

Sd/-

PERSONNEL MANAGER

For MANAGING DIRECTOR

TRAVANCORE TITANIUM PRODUCTS LTD, TRIVANDRUM

12th June, 1982

PERSONNEL DEPARTMENT ORDER NO. 024/82  
Dated 12-6-1982

APPOINTMENT BY TRANSFER

AMENDMENT TO MANAGING DIRECTOR'S ORDER

No. 021/81 dated 3-3-1981

Clause 10 of the Managing Director's Order cited above stands amended as follows :

"The list approved by the Managing Director Appointment by Transfer will be valid for one year but on a member/members in the feeder category of the same Department becoming eligible for promotion to the post, such member/members will have precedence over the employees ranked in the approved list in the matter of promotion to the vacancies since arising. The validity period of the approved list however remains unaffected by such promotions, and will continue to operate for one year since the publication of the approved list".

This amendment comes into force with effect from 1 June, 1982 retrospectively.

Sd/-

MANAGER

(PERSONNEL AND ADMINISTRATION)

PERSONNEL DEPARTMENT ORDER NO. 031/82

DATED 30-6-1982

The post of Senior Assistant in Canteen is hereby created in the Scale of Rs. 300-320-25-395-30-605-35-955 with the following qualifications. The ratio between Junior Assistant and Senior Assistant is fixed, as 1 : 1.

Qualification :

Promotion from Junior Assistant.

Graduate with 3 years experience

OR

SSLC with 5 years experience as Junior Assistant

Sd/-

MANAGER

(PERSONNEL AND ADMINISTRATION)

**TRAVANCORE TITANIUM PRODUCTS LTD.  
TRIVANDRUM**

**PERSONNEL DEPARTMENT ORDER NO. 03/83**

**DATED 12-1-1983**

The criteria for the promotion to the post of Charge-hand (Yard) is fixed as follows :

Promotion from Head Gardner/Head Dhobi/Sir Safai-car

- (1) Ability to read and write Malayalam with 8 years experience in the feeder posts  
OR
- (2) III Form or VII Standard Pass with 5 years experience in the feeder posts  
OR
- (3) SSLC with 3 years experience in the feeder posts.

This is for the information of all concerned.

**MANAGER**

**(PERSONNEL AND ADMINISTRATION)**

CC : All heads of Dep'ts./All Notice Boards.

**TRAVANCORE TITANIUM PRODUCTS LTD.  
TRIVANDRUM**

**28th April, dated 1983**

**MANAGING DIRECTOR'S ORDER NO. 012 DATED  
28-4-83**

Sub. : Addition/Amendment to Subordinate Service Rules—Work Assistant—Engg. Dept.

**1. WORK ASSISTANT (NON-ITI-TRADES)**

Recruitment of Work Assistants in non-ITI trades will be made through Appointment by Transfer from among the eligible candidates in the Company. The qualification for recruitment of Work Assistants in Non-ITI trades in the Engineering Department through Appointment by Transfer are fixed as follows :

- (1) S.S.L.C.  
OR
- (2) III Form or VII Standard pass with 2 years experience in the Company  
OR
- (3) Literacy with 5 years experience in the Company.

**2. WORK ASSISTANT—NON-METRIC (ITI TRADES)**

In case of non-Metric ITI trades the stipulation of S.S.L.C. as an essential qualification for the recruitment of Work Assistants in the Engineering Department is dispensed with.

The above shall be incorporated in the Subordinate Service Rules with immediate effect.

**For MANAGING DIRECTOR**

**MANAGER**

**(PERSONNEL AND ADMINISTRATION)**

CC : All heads of Dep'ts. All Notice Boards S.S. Rules File

**TRAVANCORE TITANIUM PRODUCTS LIMITED**

**TRIVANDRUM 21**

**SUBORDINATE SERVICE RULES**

**PRELIMINARY**

1. These Rules shall be called the Travancore Titanium Products Subordinate Service Rules.

2. They shall become effective from \_\_\_\_\_

3. The Management may amend, alter or abrogate any of these Rules or and when deemed necessary or expedient.

4. In cases of dispute as to the interpretation of any of the provisions of these Rules, the decision of the Managing Director shall be final.

5. These Subordinate Service Rules supersede all the previous orders relating to Subordinate Service Rules and the provisions in the agreements affecting service conditions of employees covered under these rules.

**CHAPTER I**

**APPOINTMENTS AND PROMOTIONS**

1.01 The posts listed in Schedule I to these Rules constitute the Subordinate Service of the Travancore Titanium Products Limited.

1.02 No person shall be appointed to a post in the Subordinate Service unless he possesses the qualifications prescribed in Schedule II to these Rules.

1.03 Initial appointment to a post may be either by Direct Recruitment or Recruitment through the Public Service Commission or by promotion or by deputation as laid down in Schedule II.

1.04 Any person appointed to the service of the company should be a citizen of India, should have completed 18 years of age at the time of appointment, and should be of sound physical and mental health. The maximum age limit for initial appointment is 35 years with usual age relaxation admissible to Scheduled Castes/Scheduled Tribes/Ex-Servicemen etc., as notified by the Government from time to time.

1.05 Any person selected for appointment shall undergo training or probation for such periods and on such terms and conditions as the company may fix. For the purpose of counting of service the period of training will not be reckoned as permanent service.

NOTE: Those who were appointed as Trainees during 1973 and 1974 will be allowed to count their service as Trainee, as permanent service for the purpose of promotion. However, the seniority of such persons as fixed in the gradation list published on 15-5-1978 will remain unchanged.

1.06 A person who is appointed to a regular post on satisfactory completion of probation shall be eligible to count the period of probation as service for purpose of leave, increments, seniority etc., provided however, that the period of extended probation will not be counted for the purpose of seniority in the category while considering promotion to the next higher category.

1.07 If a person appointed on probation does not make satisfactory progress within the period of probation, his probation may be extended by an equal period or such shorter periods as may be considered necessary to attain the expected standard. Intimation of extension of probation, if any, will be given to him on or before the last day of the period of probation. In the absence of any intimation extending the period of probation on or before the last day of the period of probation, it will be deemed that the person has completed his probation satisfactorily and has been confirmed in the post.

1.08 The Company may at any time, discharge a candidate undergoing training apprenticeship or probation, if, in its opinion, it is not necessary or expedient to continue such training apprenticeship or probation.

1.09 Where a post is to be filled up by promotion, it shall be on the basis of seniority and suitability as laid down in Appendix III.

1.10 Prescribed test may be conducted for appointment and for promotion from unskilled to skilled category. The tests will be conducted by the head of the departments concerned or by his nominee.

1.11 All Posts in the Subordinate Service will be filled up by promotion from the feeder category. If eligible candidates as laid down in Appendix III are not available, Internal Recruitment will be resorted to for which the rules laid down

in Schedule II for the direct recruitment will be made applicable. If by Internal Recruitment eligible candidates are not available, Direct Recruitment will be made.

1.12 If an employee dies in harness one of his dependents will be absorbed in the services of the company in a category for which he/she is qualified. In case if the deceased employee has only minor dependents the company will appoint one of his dependents on attaining the age prescribed.

NOTE: Employment in cases of dying in harness will be strictly on the basis of Government rules framed for this purpose rules in Appendix IV).

1.14 A worker shall ordinarily retire from service on the completion of his 58th year of age. On production of a Medical Certificate from the E.S.I. Medical Officer or the Company Medical Officer about his physical fitness and mental alertness he shall be allowed to continue in service for 2 more years., i.e., upto the completion of 60th year of age subject to production of the above certificate each year during the extended tenure of service. A member of the Staff shall ordinarily retire from the company's service on completion of his 60th year of age. The date of retirement will be the last day of the month in which he attains the age of superannuation.

## CHAPTER-II

### POSTS AND PAY

#### 2.1 TENURE OF POSTS

2.1.1 The member of posts in each class or grade or category shall be fixed by an order of the competent authority.

2.1.2 A permanent post is one which is sanctioned without limit of time. A person is said to be appointed permanently to a post when he is confirmed and appointed without limit of time to a permanent post.

2.1.3 Only one person can be appointed permanently in one permanent post at a time.

2.1.4 A temporary post is one which is sanctioned for a specific period for a specific purpose and a person who is appointed to such a post is called a temporary employee.

2.1.5 A person is said to act in a post when he is appointed to a post of which there is no incumbent or the incumbent of which is absent temporarily for any reason.

2.1.6 A person holding a permanent post, when posted in an acting capacity to higher post or is on deputation, retains his claim to return to the permanent appointment on termination of the acting or deputation period.

#### 2.2 TRANSFERS

2.2.1 Transfer from one post to another on the same scale of pay may be effected in interests of the Company. In such case the person transferred shall be eligible for any promotion or revision of salary which he would have got had he continued in the original post subject to the conditions laid down in para 2 of Appendix II.

Transfers on personal request will be considered only on Medical grounds and as certified by the Medical Board prescribed for the purpose. Employee so transferred will forfeit his lien and other rights in the parent department and will be placed as the junior most in the department to which he is transferred.

#### 2.3 COMMENCEMENT OF SERVICE

2.3.1 The appointment of an employee and his claim for pay thereof shall take effect from the date on which he assumes charge of the post and cease from the date on which he relinquishes charge.

2.3.2 If charge is assumed in the forenoon, the appointment takes effect from that day and if in the afternoon, from the next day. Similarly if charge is relinquished in forenoon, the appointment ceases from that day and, if in the afternoon, from the next day.

#### 2.4 PAY

2.4.1 The pay of a post shall be fixed by an order of a competent authority.

2.4.2 The pay shall be either a fixed amount or a scale of pay beginning with a minimum and progressing by specified annual stages to a maximum. The stages of rise shall be called "increment".

2.4.3 More than one person cannot draw pay for one and the same permanent post.

#### 2.5 INITIAL PAY

2.5.1 A person who is initially appointed to a post in a permanent or temporary capacity will normally be paid the minimum of the scale of pay sanctioned for the post.

Provided that the Managing Director may, in the case of candidates possessing special qualification or experience which will enhance his usefulness to the company, sanction a higher initial pay.

2.5.2 A person already holding an appointment in the Company, when appointed to a higher post, will have his initial pay in the higher post fixed at the stage next above the pay he is drawing in the lower scale. If, however, such appointment is effected on the day on which an increment has fallen due in the lower scale, the employee will be granted the increment and his pay fixed pay at the next higher stage in the higher scale.

2.5.3 A person transferred from one post to another in the same scale of pay under Rule 2.2.1 shall continue to draw the pay he was drawing in the previous post and also earn subsequent increments as if he had continued in the previous post.

#### 2.6 SUBSTITUTE ARRANGEMENTS

2.6.1 A post is said to be vacant when nobody has been appointed to the post or when the holder of the post is absent.

2.6.2 When a post falls vacant, it may be filled up either any one of the following manner:-

(i) If a vacancy is permanent it may be filled up by promotion from among the eligible candidates; or in the absence of eligible candidates, it may be filled by internal recruitment or direct recruitment in accordance with the procedure prescribed for such appointment.

(ii) If the vacancy is not permanent, it may be filled by stepping up an employee from the next lower grade in an Acting capacity or by posting another employee to look after the duties of the vacant post in addition to his own, without detriment to either.

2.6.3 An employee is eligible to act in a higher post only if his name is included in the acting panel. Acting service against permanent vacancies shall not be continued for more than six months.

2.6.4 A person who is appointed to act in an equivalent or higher post or hold full additional charge of a post shall be entitled to one-fifth of his basic pay in addition to his pay in the original post provided, the duration of vacancy is more than 14 working days. The concerned Head of the Department shall issue an order that the employee concerned has been put in full additional charge of the duties of another employee during the former's absence as and when the Head of the Department is certain that the period for which additional charge is given to the employee will be atleast for 15 continuous working days.

2.6.5 For the purpose of acting, a panel of names shall be prepared and kept by the company. The Acting Panel shall consist of names of the senior employees of the concerned section/shift. The Personnel Department shall issue orders based on the joint decision of the Head of the Department and Personnel Manager. This Acting Panel shall be subjected to periodical revision once a year or as and when considered necessary by the company.

**2.7 INCREMENT**

2.7.1 An increment shall fall due for payment on the expiry of the qualifying period unless it has been withheld by an order of the competent authority.

2.7.2 An order withholding an increment shall be specific as to the period for which it is effective.

2.7.3 In calculating the qualifying period for granting the increment, periods of suspension as punishment, unauthorised absence and leave on loss of pay shall be discarded, as per Standing Orders, as not qualifying and a corresponding number of days added to arrive at the due date.

2.7.4 On promotion the employee will be granted an increment in the lower scale before fitment in the higher scale. His normal date of increment in the old post will be kept unchanged in the promotion scale.

### CHAPTER III LEAVE RULES

**3.1 GENERAL PROVISION**

3.1.1 Leave of absence will be granted to employees in the Subordinate Service in accordance with the provisions of the certified Standing Orders for Workmen or Staff as the case may be, laying down the nature, extent and conditions for grant of leave.

3.1.2 Employees are eligible for 15 days Annual Leave, 13 days Sick Leave, 13 days Casual Leave.

3.1.3 Accident Leave with Benefit.—The affected employees will be paid the amount eligible to be drawn as pay for the period less the amount received from ESI.

3.1.4 Employees who are not covered by E.S.I., if met with an accident, will be eligible for accident leave with pay on production of Medical Certificate from Company Medical Officer.

**3.1.5 Procedure for sanctioning Accident Leave**

- (a) The leave due to accidents will be regularised by the Personnel Department.
- (b) The concerned department shall intimate the Personnel Department in details of every accident that has occurred to any employee of that department, such as Name of the Employee, Work Number or Designation, Date and Nature of the accidents etc.
- (c) The affected employee who takes leave on the grounds of accident, shall write to the concerned Head of Department regarding the leave he proposes to avail due to accident. The Head of the Department will forward the letter to the Personnel Office through the Time Office in the case of workmen and directly to the Personnel Office in the case of Staff Members.
- (d) The affected employee when resuming duty shall submit the application for leave due to accident to the Personnel Department along with the Benefit Slip received from the E.S.I. Hospital.
- (e) The Personnel Department will take suitable action on this application and intimate the decision to the concerned Head of Department, S.F.C., Time Office and the concerned employee.

NOTE.—1. Employees who are involved in accidents and who are not covered under the E.S.I. Scheme, should submit a Medical Certificate from our Company Medical Officer.

2. Accident leave with full wages will be sanctioned to employees who are involved in accidents while on duty subject to a maximum of 2 days on production of approved Medical Certificate. This is to compensate the employees involved in accidents while on duty leading to absence from duty for not more than 2 days only, in which case no E.S.I. Leave benefit is admissible.

3.1.6 Probationers will become eligible for proportionate Sick Leave and Casual Leave in every month. The eligibility to avail proportionate Annual Leave will come only after 6 months of his service in the Company.

**3.2 CASH EMOLUMENTS IN LIEU OF LEAVE**

3.2.1 Employees will, however, be compensated by cash payment in respect of leave accrued but not utilised as provided for hereunder. The part of the leave in respect of which cash payment is made will be treated to have been surrendered.

3.2.2 If on the last day of any calendar year, an employee has to his credit more than thirty days Annual Leave, he will be paid cash emoluments on request, in respect of the excess over thirty days of such leave calculated at his wages for the month of December. The maximum limit that one can accumulate annual leave to his/her credit is 90 days. Cash emoluments will also be paid in lieu of casual leave and sick leave that have not been availed of during the year.

3.2.3 Cash emoluments will be paid in respect of the leave to the credit of an employee whose service with the company is terminated due to retirement, death or resignation to the extent specified below:—

- (i) In the event of retirement, the entire annual leave to his credit as on the date of retirement as well as proportionate Casual Leave and Sick Leave upto that date reduced by the number of days of cash kind of leave availed of during the year.
- (ii) In the event of death, annual leave, casual leave, and sick leave to the same extent as in sub-rule(i) above. Provided, however, that the amount will be payable to any person nominated by the employee or in the absence of such nomination, to the legal heirs.
- (iii) In the event of an employee's resignation/discharge from service the entire annual leave to his credit as on the date of resignation/discharge and proportionate casual and sick leave to the same extent as in sub-rule (i) above.

**3.3 COMPENSATORY LEAVE**

3.3.1 In case a weekly off day of an employee occurs on a festival holiday shall another day as compensatory off in lieu of the festival holiday shall be granted and such compensatory off shall be availed of within the succeeding sixty days.

NOTE:—In case an employee works on that day he shall become eligible for one day's additional wages with a compensatory off which shall be availed within 90 days.

3.3.2 Overtime Payment for administrative Staff (ie. Staff working less than 8 hours a day) will be as follows:—

- (i) Basic Pay upto Rs. 500 overtime pay at 1-1/2 times.
- (ii) Basic Payment between Rs. 501 to 575 overtime pay at single rate.
- (iii) For those drawing basic pay Rs. 576 and above—Compensatory Off.

**APPENDIX—I****RECRUITMENT RULES**

1 All selection for appointment by direct recruitment to the Subordinate Service of the Company may be made on the advice of a Committee called the Recruitment Committee.

2. There shall be separate Committee for recruitment to each Department, the composition of which shall be as follows:—

- (i) The Head of the Department to which the recruitment is to be made.
- (ii) The Personnel Manager

Provided that where the Personnel Manager is himself the Head of the Department, the second member will be nominated by the Managing Director. The Managing Director may constitute any other committee at his discretion for the purpose of recruitment.

3. The Personnel Manager will be the Convener of the Committee. He shall be responsible for arranging the recruitment in accordance with the procedure laid down hereunder.

4. It shall be the responsibility of the Head of the Department to initiate action for filling a vacancy arising in his department by direct recruitment. For this purpose he shall furnish the Personnel Manager with full details of his requirements.

5. (a) Whenever it becomes necessary to make appointment to a post by direct recruitment, the details of the vacancies including the name of the post, number of vacancies, qualifications and any other relevant information, shall be notified to the nearest Employment Exchange/Rajya Sainik Board to obtain a panel of names of candidates registered by the Exchange.

(b) If the post is one requiring technical skill or specialised knowledge and a wide range of choice is considered desirable, the company may be also invite applications by notification.

(c) The vacancies shall be notified among the employees of the company to enable eligible candidates to apply for the post.

(d) It shall be competent for the Managing Director to declare that particular vacancies will be reserved for recruitment from among the employees of the company or for recruitment of candidates belonging to the scheduled castes or scheduled tribes.

6. All applications received and the lists forwarded by the Employment Exchanges/Rajya Sainik Board shall be scrutinised by the Personnel Manager. Those who do not conform to all the requirements as notified shall be rejected.

7. The Personnel Manager shall arrange for the lists of eligible candidates being prepared and the selection conducted as directed by the committee.

8. The committee may conduct such oral or written test as they may consider necessary to assess the suitability of the candidates and selection may be made on the basis of the results of such tests and the marks obtained at the interview.

9. Where a test is obligatory, the candidate should be made to undergo such test and final selection shall be made from those who pass the test.

10. A list of candidates selected shall then be prepared by the Convener in the order of merit, signed by all the members of the Committee and submitted to the Managing Director for approval. The order of merit will be the order of the inter-se seniority of the candidates selected.

11. The list approved by the Managing Director shall be valid for 2 years or until a fresh list is prepared whichever is earlier and all vacancies arising in the post during the period shall be filled only by candidates included in the list in the order of precedence.

12. The character and antecedents of the selected candidates for the initial appointment will be verified and it is only after the verification is found satisfactory they will be appointed in the services of the company.

13. The Head of the Department shall estimate in advance the vacancies that are likely to arise in the Department and arrange for selection of candidate as soon as possible after the existing list is exhausted.

## APPENDIX II

### RULES RELATING TO PROMOTION AND MAINTENANCE OF SERVICE RECORDS

#### Promotions

1. Unless otherwise provided for in the Rules, Promotion to a post shall be from the next lower post in a department. However, all the administrative Staff comprising of Peons, Attenders, Junior and Senior Clerks, Typist, Senior Typists, Jr. Stenographers, Senior Stenographers, Junior Time Keepers, Senior Time Keepers etc., will have common cadre of seniority respectively.

Note :—

The appointment of a person who is already employed in any capacity in the Company to any other post in a different

ent branch of his own application shall be deemed to be a direct recruitment and shall be done only in accordance with the rules relating to direct recruitment contained in Appendix—I (Save Cl. 12).

2. An employee permanently borne in a cadre of one department and transferred to another department will be eligible for consideration for promotion in vacancies arising in the former department in accordance with his seniority in that department on the following conditions.

- (i) The transfer was made in the interests of the company by the Management.
- (ii) The transfer was not on grounds of unsuitability or medical unfitness.
- (iii) He satisfied the criteria fixed for promotion.

3. An employee who is offered a promotion to a post but refuses to accept it, will forfeit all claims for future promotions.

4. An employee who has failed in the test given for a promotion, will not be considered for promotion till the expiry of six months.

4.1 If an employee fails to appear for test for three consecutive times, he will forfeit his claim for considering him for promotion in future.

4.2 If an employee who is serving the punishment period as per Standing Order applicable to him will not be considered for promotion if any vacancy arises for which he would have been eligible had he not been punished for misconduct, during his punishment period.

4.3 Employees who have remained in the same grade for 15 years will be placed in the next higher grade in the Subordinate Service of the Company without change of designation. An employee will be eligible to receive this benefit only once in the service of the company. An employee who is so upgraded will not be entitled for further promotion benefit in the same grade if subsequently promoted. An employee is not eligible for upgradation during his punishment period.

4.4 In addition to the benefit conferred on the eligible employees under clause 4.3 above, one higher grade will be given to those employees who fulfil the following four conditions namely :—

- (i) The employee should be in a grade below the rank of a Supervisor.
- (ii) The employee has no chance for promotion in future at the present set up.
- (iii) The employee should have a total service of more than 25 years in our company out of which a minimum four years should be in the present post.
- (iv) The number of years in service to attain the superannuation should be less than 5 years.

4.5 The sportsman who had represented the State/Company for a period of 5 years will be placed in the next higher grade in the Subordinate Service of the Company without change of designation during only once in their service in the company. A sportsman who is so upgraded will not be entitled for further promotion benefit in the same grade if subsequently promoted and that he is not eligible for upgradation during his punishment period.

4.6 Promotion Committee.—Promotion shall be at the discretion of the Management. In order, however to afford an opportunity to the deserving Staff, a promotion committee will be constituted consisting of the Head of the Department where the vacancy occurs the Personnel Manager of the Company and such other members as may be nominated by the Managing Director, as and when deemed necessary. Provided that in the case of promotions in a department for which the Personnel Manager is himself the Head of the Department, the promotion committee will consist of the Personnel Manager and any other Officers/Members nominated by the Management. A representative of the Works Committee to be chosen by the employees representatives in the Committee shall attend the meeting of the Promotion Committee as an Observer. This Committee shall, however, be a recommendatory body and the ultimate

decision regarding promotion will rest with the Managing Director who will ordinarily give due consideration to the recommendations of the committee.

5. For the purpose of ascertaining eligibility for promotion and for reckoning other service benefit the company shall maintain the following records pertaining to all the employees in its service :

1. Personal files.
2. Confidential Reports
3. Gradation List
4. Service Book.

6. Service Books shall be maintained in respect of all employees in the service of the company.

7. Service Books shall contain full history of the service of the employees and give a connected account of the changes in their appointment, emoluments, leave of absence, etc., Copies of orders relating to these matters shall be filed in the personal files in chronological order and the sheets numbered serially.

8. Copies of orders of any punishment imposed or any reward or certificate for meritorious service rendered should be entered in the service book.

9. Entries in the service book should be made and kept up to date and attested by the Head of Department or any Officer authorised in his behalf.

10. Confidential Report.—An Officer under whom an employee is working shall maintain a Confidential Record about the manner in which the latter carries out the duties entrusted to him to enable his superiors to assess his merit or demerits. The Officer mentioned as above shall be the person determined by the Management for the purpose.

11. The entries in the confidential record shall be clear and precise and shall be based on the Officer's personal observation of the work and conduct of the employee.

12. The entries shall be made by the Officer in his own hand or typewritten by him and details thereof shall be kept confidential.

13. Any aspect of meritorious service deserving special mention should also be briefly recorded in the confidential record. Similarly, any punishment imposed and the circumstances leading to such punishment should also be mentioned.

14. The confidential record should be prepared every half year, covering the period from January to June and July to December. It shall be written up before the end of July and January and shall not be delayed lest it becomes a product of memory and mere routine.

15. The confidential record shall be prepared by the Officer under whom an employee is working and shall be submitted to the Head of the Department who shall countersign it adding his own remarks, if any.

16. If there are adverse remarks in the confidential record of any employee, the Head of the Department shall notify the employee of the fact. Where the remarks are such a nature that the employee needs an advice or admonition only the Head of the Department shall do so. In more serious cases, the Head of the Department shall give an opportunity to the employee concerned to submit an explanation. The intimation to the employee together with his reply, if any, shall be filed in the personal file.

Where, however, such adverse remarks are not notified to the employee in accordance with rule 16, for the purpose of evaluation, it will be deemed that the confidential report is 'average'.

17. The confidential records of all the employees shall be kept in safe custody by the Personnel Manager and made available to the concerned Head of Department for reference whenever required.

#### Gradation Lists

18. Lists showing the relative seniority of the employees in each class of appointment shall be maintained up-to-date and shall be the primary document for deciding claims of the employees based on seniority.

19. The seniority of a person in any class of appointment is decided by the date of his first appointment in a permanent capacity and in a sanctioned post.

20. Where more than one person has been appointed to the same post on the same date, seniority will be determined as follows :—

- (i) Where the appointment is made by promotion by selection, the selected candidates will be ranked on the basis of merit as provided for in Appendix III.
- (ii) If the appointment was made by direct recruitment, seniority will be determined by the rank obtained at the selection.

21. A gradation list shall be prepared in the first instance and published on the notice board inviting objections, if any. Such objections shall be considered and, if sustainable, the list shall be amended accordingly. The final list shall then be published. Provided, however, that before an amendment is introduced on the basis of the representation of any employee, the other persons likely to be affected by such amendment shall be given an opportunity to present their counter claims as against those of the first petitioner which shall also be taken into consideration before final orders are passed.

22. The list shall be open for an employee to refer to at any time in connection with any dispute regarding seniority.

23. The gradation list shall be under constant revision consequent on any changes in appointment held by the persons included in the list or orders affecting the seniority of any person. The changes shall be incorporated then and there and a complete revised list published every year or at such longer intervals as the Managing Director may deem fit.

\*Please see the revised proposal of the Appendix III—criteria for promotion marked "X" attached at the last sheet.

#### APPENDIX—III

##### CRITERIA FOR PROMOTION

1. Eligibility of candidates for promotion will be considered on the date on which the vacancy arose. Those candidates who possess the prescribed qualifications and experience on the date will be considered for promotion in the order of seniority. In cases where the filling up of posts has been held over by specific order from Managing Director, the date on which sanction is accorded by the Managing Director to fill up the posts will be deemed to be the date on which the vacancies arose for the purpose of this clause.

2. Three candidates shall be considered for every vacancy in accordance with their rank in the feeder category from which promotion is to be made.

3. Selection will be based on Attendance, Confidential Reports as detailed below :—

- (a) Attendance : An unauthorised absence for 3 or more days during the previous 12 Calendar months will disqualify the candidate for promotion.
- (b) Persons who have availed themselves of leave on authorised loss of pay for an average of more than 50 days per year excluding authorised leave on loss of pay due to accident while on duty or authorised study leave during the three calendar years previous to the one in which the vacancy arose, will not be considered for promotion. Loss of Pay due to suspension also will not be included, if finally the employee is exonerated or given a lesser punishment than suspension. Those who have not availed, of leave on loss of pay in the three calendar years preceding the one in which the selection is made will be given the full marks allotted for the purpose.

Reduction will be made in the case of others as given below :—

No leave on Loss of Pay		20 marks
Authorised, leave on loss of pay for 1 day		19 marks
-do-	2 days	18 "
-do-	3 "	17 "
-do-	4 "	16 "
-do-	5 "	14 "
-do-	6 "	12 "
-do-	7 "	10 "
-do-	8 "	8 "
-do-	9 "	6 "
-do-	10 "	4 "
-do-	11 "	2 "
-do-	12 "	0

(c) Confidential Report : Marks will be as follows :—

Average marks in the Confidential Report for a period of three calendar years prior to the year in which the vacancy arose will be reckoned. If the average marks obtained is less than 35 the candidates will be disqualified for promotion.

(1) Attendance	20 Marks	} 120 Marks
(2) Confidential Report	100 Marks	

4. Where more than one employee is promoted to a higher grade on the same date, seniority in the higher grade will be fixed on the basis of the marks obtained by each candidate in the selection. If two candidates obtain the same marks, their seniority will be fixed on the basis of the length of service in the feeder category, the senior employee being placed above the junior. If, however, service in the feeder category is also the same, then their seniority will be fixed on the basis of their total service in the company. If the total service in the company is also the same, seniority will be fixed on the basis of their age, the older employee being placed as senior to the younger employee.

5. Trade test will be conducted for appointment to the post coming under the skilled category and also promotion to the skilled from unskilled category.

#### SCHEDULE I

##### LISTS OF POSTS IN THE SUBORDINATE SERVICES

##### I. PRODUCTION DEPARTMENT

1. Process supervisor
2. Process Chargehand
3. Trolley Driver
4. Crane Operator
5. Weighing Operator
6. Stitching Operator
7. Process Operator
8. Works Assistant
9. Chargehand Crane Operator

##### II. INSTRUMENT DEPARTMENT

1. Supervisor (Instruments)
2. Chargehand (Instruments)
3. Instrument Mechanic
4. Works Assistant

##### III. ENGINEERING DEPARTMENT

1. Supervisor (Mechanical)
2. Supervisor (Electrical)
3. Supervisor (RDP & FRP)
4. Chargehands.
5. Tradesmen

##### (a) I.T.I. Trade

1. Fitter
2. Electrician
3. Welder
4. Turner

5. Machinist
6. Sanitary Plumber
7. Automobile Fitter
8. Moulder
9. Refrigeration & Air Conditioning Mechanic
10. Carpenter
11. Blacksmith

##### (b) Non-ITI Trade

1. Painter
2. Stone Dresser
3. Brick Layer
4. Rigger
5. Rubber Liner
6. Plastic Liner
7. Electric Fitter
8. Greaser
9. Winder
10. Telephone Mechanic
11. Lift Operator
12. Lead Burner
13. Lead Plumber
6. Work Assistant
7. Supervisor (Civil)
8. Work Overseer
9. Work Superintendent
10. Asst. Draughtsman
11. Tracer
12. Blue Printer
13. Supervisor (Boiler)
14. Boiler Attendant
15. Asst. Boiler Attendant
16. Supervisor (Vehicle)
17. Staff Driver
18. Driver
19. Vehicle Cleaner.

##### IV. COMMERCIAL DEPARTMENT (STORES)

1. Store Keeper
2. Asst. Store Keeper
3. Head Lascar
4. Stores Attender
5. Lascar
6. Senior Stores Asst.
7. Stores Assistant

##### V. ADMINISTRATIVE DEPARTMENT

1. Senior Clerk
2. Junior Clerk
3. Senior Typist
4. Typist
5. Senior Time Keeper
6. Junior Time Keeper
7. Senior Stenographer
8. Junior Stenographer
9. Receptionist
10. Telephone Operator
11. Rotaprint Operator
12. Attender
13. Peon

##### VI. Research & Development, Technical Services & Process Control Department.

1. Junior Chemist
2. Asst. Chemist
3. Laboratory Attender

##### VII. Works Manager's Office

1. Pharmacist
2. Library Assistant
3. Library Helper

##### VIII. Personnel Department

1. Sports Assistant
2. Welfare Assistant
3. Canteen Supervisor
4. Junior Assistant
5. Head Cook
6. Asst. Cook
7. Canteen Stores Attender
8. Canteen Mazdoor

## IX. Security Department

1. Supervisor (Yard)
2. Chargehand (Yard)
3. Head Gardener
4. Gardener
5. Head Dhobi
6. Dhobi
7. Sir Safaicar
8. Safaicar
9. Cleaner
10. Scavenger
11. Scavenger cum Sweeper
12. Cleaner cum Sweeper

## SCHEDULE II

## (I) Production Department

## 1. Process Supervisor

## (a) Promotion from Chargehand

1. SSLC or equivalent with 3 years experience as Chargehand OR
2. Pre-Degree or equivalent with 2 years experience as chargehand OR
3. B.Sc. Chemistry or Diploma in Chemical Technology or equivalent with 1 year experience as Chargehand.

## (b) Direct Recruitment

1. B.Sc., Chemistry II Class or Diploma in Chemical Technology or equivalent with 2 years experience in a reputed chemical process industry.

## 2. Process Chargehand

## (a) Promotion from Operator

1. III Form or VII Std. with 5 years experience as Operator OR
2. SSLC or equivalent with 3 years experience as Operator OR
3. B.Sc., Chemistry or Diploma in Chemical Technology with 1 year experience.

## 3. Trolley Driver

## (a) Promotion from Works Assts.

1. Literacy with LMV Driving Licence

## (b) Direct Recruitment

1. III Form or VII Std. with LMV Driving Licence
2. Pass in Trade Test.

## 4. Crane Operator

## (a) Direct Recruitment

1. I.T.I. with training for one year OR
2. SSLC or equivalent with 2 years experience as Crane Operator—preferably in E.O.T. Cranes.

## 5. Weighing Operator

## (a) Promotion from Works Assts.

1. Literacy with 10 yrs. experience in Packing Shed OR
2. Pass in Vth Class and 5 yrs. experience in Production Dept.

## (b) Direct Recruitment

1. SSLC or Equivalent OR
2. III Form or VII Std. with Proficiency in the trade and pass in the trade test.

## 6. Stitching Operator

## (a) Promotion from orks Asst.

1. Literacy with 10 years experience in Packing Shed OR
2. Pass in Vth Class and 5 years experience in Production Dept.

## (b) Direct Recruitment

1. S.S.L.C. or equivalent OR
2. III Form or VII Std. with proficiency in the trade and pass in the trade test.

## 7. Process Operator

## (a) Promotion from orks Asst.

1. III Form or VII Std. with 5 years experience in Production Dept. OR
2. SSLC or equivalent with 2 yrs. experience in Production Dept.

## (b) Direct Recruitment

1. Pre-Degree having Chemistry as one of the subjects or equivalent with 2 yrs. experience to operation of equipments in a reputed chemical factory OR
2. B.Sc., Chemistry with II Class or Diploma in Chemical Technology or equivalent.

## 8. Works Assistant

## (a) Direct Recruitment

1. S.S.L.C. or equivalent

## 9. Chargehand Crane Operator

## (a) Promotion from Crane Operator

1. III Form or VII Std with 5 yrs. experience as Crane Operator OR
2. SSLC with 3 yrs. experience as Crane Operator OR
3. I.T.I. with 2 yrs. experience as Crane Operator.

## (II) Instrument Department

## 1. Supervisor (Instrument)

## (a) Promotion from Chargehand

1. III Form or VII Std. with 5 yrs. experience as Chargehand OR
2. I.T.I. in Instrument Mechanic with 2 yrs. experience as Chargehand OR
3. Diploma in Instrumentation/Electrical/mechanical/Electronic Engineering/Degree in Physics with on year experience as Chargehand.

## (b) Direct Recruitment

1. Diploma in Instrumentation/Mechanical/Electrical Electronics Engineering with 2 yrs. experience in Instrumentation in a reputed Organisation. OR
2. Degree in Physics with 3 years experience in instrumentation in as reputed Organisation.

## 2. Chargehand (Instruments)

## (a) Promotion from Instrument mechanic

1. Ability to read and write Malayalam as certified by a test with 8 years experience as Instrument mechanic. OR
2. III Form or VII Std. with 5 years experience as Instrument Mechanic. OR
3. I.T.I. in Instrument Mechanic with 2 years experience as Instrument Mechanic.

## 3. Instrument Mechanic

## (a) Promotion from Works Assistant

1. Ability to read and write Malayalam as certified by a test with 8 years experience in Instrument Section OR
2. III Form or VII Std. with 5 years experience in Instrument Section. OR

3. I.T.I. in Instrument Mechanic or equivalent with 2 yrs. experience in Instrument Section OR

4. Graduate in Physics with 6 months experience in Instrument Section.

## (b) Direct Recruitment

1. I.T.I. in instrumentation with 3 years experience in Instrumentation in a reputed Organisation OR



2. Graduate in Physics with one year experience
4. Work Assistant
- (a) Direct Recruitment
1. I.T.I. in Instrument Mechanic OR
  2. Graduate in Physics
- (III) Engineering Department
1. Supervisor (Mechanical)
- (a) Promotion from Chargehand
1. Ability to read and write Malayalam as certified by a test with 5 years experience as Chargehand Fitter OR
  2. SSLC with 3 yrs. experience as Chargehand Fitter OR
  3. I.T.I. certificate in Fitter Trade or equivalent with 2 yrs. experience as Chargehand Fitter.
- (b) Direct Recruitment
1. 3 yrs. Diploma in Mechanical Engineering with 3 yrs. experience in the Trade in a reputed organisation. OR
  2. Degree in Mechanical Engineering.
2. SUPERVISOR (ELECTRICAL)
- (a) Promotion from Chargehand
1. Ability to read and write Malayalam as certified by a test with 5 years experience as Chargehand in Electrical Section.
- OR
2. SSLC with 3 years experience as Chargehand in Electrical Section.
- OR
3. I.T.I. Certificate in Electrical Trade or equivalent with 2 yrs. experience as Chargehand in Electrical Section.
- (b) Direct Recruitment
1. 3 yrs. Diploma in Electrical Engineering with 3 yrs. experience in the trade in a reputed organisation.
- OR
2. Degree in Electrical Engineering.
3. SUPERVISOR (HDP & FRP)
- (a) Promotion from Chargehand
1. Ability to read and write Malayalam as certified by a test and 5 yrs. experience as Chargehand in the concerned Section.
- OR
2. SSLC or equivalent with 3 years experience as Chargehand.
  3. I.T.I. Certificate in Fitter Trade or Welder Trade with 2 yrs. experience as Chargehand in the concerned section.
- (b) Direct Recruitment
1. Diploma in Mechanical Engineering with 3 yrs. experience in HDP & FRP Moulding and Fabrication work in a reputed organisation.
- OR
2. Degree in Mechanical Engineering.
4. CHARGEHAND
- (a) Promotion from Tradesmen
1. Ability to read and write Malayalam with 8 years experience in the concerned trade as Tradesman.
- OR
2. III Form or VII Std. with 5 yrs. experience in the concerned trade as Tradesman.
- OR
3. I.T.I. Certificate in the concerned trade or equivalent with 3 yrs. experience as Tradesman.

5. TRADESMEN
- A. I.T.I. TRADE
1. Fitter
  2. Electrician
  3. Welder
  4. Turner
  5. Machinist
  6. Sanitary Plumber
  7. Automobile Fitter
  8. Moulder
  9. Refrigeration & Air Conditioning Mechanic
  10. Carpenter
  11. Blacksmith.
- (a) Promotion from Work Assts.
1. Ability to read and write Malayalam with 8 yrs. experience in Engineering Department.
- OR
2. III Form or VII Std. with 5 yrs. experience in Engineering Department.
- OR
3. ITI Certificate in the concerned trade or equivalent with 2 yrs. experience in Engineering Department.
- (b) Direct Recruitment
1. I.T.I. or equivalent certificate in the concerned trade with 3 yrs. experience in the concerned trade in a reputed organisation.
- B. NON I.T.I. TRADES
- (1) Painter
  - (2) Stone Dresser
  - (3) Brick Layer
  - (4) Rigger
  - (5) Rubber Liner
  - (6) Plastic Liner
  - (7) Electric Fitter
  - (8) Greaser
  - (9) Winder
  - (10) Telephone Operator
  - (11) Lift Operator
  - (12) Lead Burner
  - (13) Lead Plumber
- (a) Promotion from Work Assistant
1. Ability to read and write Malayalam with 8 yrs. experience as Works Asst. in Engineering Department.
- OR
2. III Form or VII Std. with 5 yrs. experience in Engineering Dept.
- (b) Direct Recruitment
1. III Form or VII Std. with 5 yrs. experience in the trade and/pass in the trade test.
6. WORK ASSISTANT
- (a) Direct Recruitment
1. I.T.I. Certificate in Engineering Trades.
7. SUPERVISOR (CIVIL)
- (a) Promotion from Overseer
1. I.T.I. or equivalent certificate in surveying and levelling with 5 yrs. experience as Overseer.
- OR
2. L.C.E. with 3 yrs. experience or Diploma in Civil Engineering with 2 yrs. experience as Overseer.
- (b) Direct Recruitment
1. Diploma in Civil Engineering with 3 yrs. experience in the trade in a reputed organisation.
- OR
2. Degree in Civil Engineering.

**8. WORKS OVERSEER****(a) Direct Recruitment**

1. I.T.I. or equivalent certificate in Surveying or Levelling or Draughtsmanship or equivalent with 2 yrs. experience in Civil Engineering Works in a reputed organisation.

OR

2. Diploma in Civil Engineering.

**9. WORK SUPERINTENDENT**

The Post will be abolished on the retirement of the present incumbent.

**10. ASST. DRAUGHTSMAN****(a) Promotion from Tracer**

1. III Form or VII Std. with 10 yrs. experience as Tracer

OR

2. I.T.I. in Draughtsmanship or equivalent with 3 yrs. experience as Tracer in Drawing Office.

**(b) Direct Recruitment**

1. Diploma in Engineering with 3 yrs. experience in Drawing Office of a reputed Organisation.

OR

2. Degree in Civil/Mechanical/Electrical Engineering.

**11. TRACER****(a) Promotion from Blue Printer**

1. 5 Yrs. experience as Blue Printer.

**(b) Direct Recruitment**

1. I.T.I. Certificate in Draughtsmanship or equivalent.

**12. BLUE PRINTER****(a) Direct Recruitment**

1. III Form or VII Std. with experience in Blue Printing and a pass in a trade test.

**13. SUPERVISOR (BOILER)****(a) Promotion from Boiler Attendant**

1. Ability to read and write Malayalam as certified by a test with 5 yrs. experience as Boiler Attendant plus a I Class Competency Certificate issued by the Inspectorate of Boilers.

OR

2. SSLC or equivalent with 3 yrs. experience as Boiler Attendant with I Class Competency Certificate issued by the Boiler Inspectorate.

**(b) Direct Recruitment**

1. Diploma in Mechanical Engineering with 3 yrs. experience in a reputed organisation plus I Class Competency Certificate issued by Inspectorate of Boilers.

2. B.Sc., Engineering (Mech.) I Class, with I Class Competency Certificate issued by Inspectorate of Boilers.

**14. BOILER ATTENDANT****(a) Promotion from Asst. Boiler Attendant**

1. I Class competency certificate issued from Inspectorate of Boilers with 2 yrs. experience as Asst. Boiler Attendant.

**(b) Direct Recruitment**

1. SSLC or equivalent with I Class Competency Certificate issued by the Inspectorate of Boiler plus 2 yrs. experience in Boiler Operation.

**15. ASSISTANT BOILER ATTENDANT****(a) Direct Recruitment**

1. SSLC or equivalent with II Class Competency Certificate issued by the Inspectorate of Boilers.

**16. SUPERVISOR (VEHICLE)****(a) Promotion from Staff Driver**

1. Ability to read and write Malayalam as certified by a test with 5 yrs. experience as Staff Driver.

**17. STAFF DRIVER****(a) Promotion from Driver**

2. 3 yrs. experience in the Company as a Driver.

**18. DRIVER****(a) Direct Recruitment**

1. VIII Std. with 3 yrs. experience in Driving Plus Driving Licence for Heavy Duty Vehicle.

**19. VEHICLES CLEANER****(a) Transfer from Canteen**

Canteen Mazdoor/Canteen Cleaner with 2 years experience in Canteen.

**IV. COMMERCIAL DEPARTMENT****1. Store Keeper****(a) Promotion from Asst. Store Keeper**

1. SSLC or equivalent with 5 yrs. experience as Asst. Store Keeper.

OR

2. Graduate with 3 yrs. experience as Asst. Store Keeper.

**(b) Direct Recruitment**

1. Graduate with 4 yrs. experience in Stores transactions in a reputed Organisation.

OR

2. Diploma in Engineering/Material Management (preferably) with 3 yrs. experience in a reputed organisation.

**2. Assistant Store Keeper****(a) Direct Recruitment**

1. Graduate of a recognised University with 2 yrs. experience in Stores transactions in a reputed organisation.

**3. Head Lascar****(a) Promotion from Stores Attender**

1. III Form or VII Std. with 5 yrs. experience as Stores Attender

**4. Stores Attender****(a) Promotion from Lascar**

1. SSLC or equivalent with 3 yrs. experience in handling materials with Stores.

**5. Lascar****(a) Direct Recruitment****1. SSLC or ITI.****6. SENIOR STORES ASSISTANT****(a) Promotion from Stores Assistant**

1. Graduate or equivalent with 3 yrs. or SSLC or equivalent with 5 yrs. experience as Stores Asst.

**7. Stores Assistant****(a) Direct Recruitment****1. SSLC or equivalent****V. ADMINISTRATIVE DEPARTMENT****1. Senior Clerk****(a) Promotion from Junior Clerk**

Graduate with 3 years or SSLC or equivalent with 5 years experience.

**2. Junior Clerk****(a) Promotion from Attender**

1. SSLC with 3 years experience and pass in test.

**(b). Direct recruitment through P.S.C.**

1. Graduation in Arts, Science or Commerce or equivalent of a recognised University.

**3. Senior Typist****(a) Promotion from Typist**

1. Graduate with Typewriting Lower (KGTE/MGTE) or equivalent with 3 years experience as Typist OR

2. SSLC or equivalent with Typewriting (KGTE/MGTE)

Lower or equivalent with 5 years experience as Typist.

#### 4. Typist

##### (a) Promotion from Attender

1. SSLC or equivalent with Typewriting (KGTE/MGTE)

##### (b) Direct recruitment through P.S.C.

1. Graduate with Typewriting Lower (KGTE/MGTE) or its equivalent.

#### 5. Senior Time Keeper

##### (a) Promotion from Junior Time Keeper

Graduate with 3 years experience or SSLC with 5 years experience as Junior Time Keeper.

#### 6. Junior Time Keeper

##### (a) Promotion from Attender

1. SSLC with 3 years experience as Attender

##### (b) Direct Recruitment

1. Graduate of a recognised University.

#### 7. Senior Stenographer

##### (a) Promotion from Junior Stenographer

1. SSLC or equivalent with 5 years experience as Junior Stenographer OR

2. Graduate with 3 years experience as Junior Stenographer.

#### 8. Junior Stenographer

##### (a) Direct Recruitment through P.S.C.

1. Graduate of a recognised University with KGTE/MGTE (Higher) or equivalent certificate in Typewriting and Shorthand.

#### 9. Receptionist-Cum-Telephone Operator

##### (a) Promotion from Attender

1. Proficiency in English with 5 years experience in operating PABX and PBX exchange. (OR)

2. SSLC or its equivalent qualification with 2 years experience in handling and operating PABX and PBX exchange.

##### (b) Direct Recruitment

1. Graduation of a recognised University with proficiency in spoken English plus two years experience in handling and operating PABX and PBX exchange.

#### 10. Rota Print Operator

##### (a) Promotion from Attender

1. Proficiency in English with 2 years experience in handling, operating and maintaining Gestetner and Rota Print Machine.

#### 11. Attender

##### (a) Promotion from Peon

1. SSLC or equivalent with Physical fitness and 5 years experience as Peon.

#### 12. Peon

##### (a) Direct Recruitment through P.S.C.

2. SSLC or equivalent.

Note :—The Rota Print Operator and Telephone Operator will be in Tradesman grade. Regarding the present incumbents the grade will remain unchanged.

#### Note :

1. For the posts coming under the purview of the P.S.C. the criteria is subject to the concurrence of P.S.C.
2. The Promotion to the existing Typists who had opted for a transfer to the post of Jr. Clerks will be governed by M.D.'s Order No. 028/78 dated 26-8-1978.
3. The Typist who are transferred as Junior Clerk on 18-10-1978 and opted to continue as feeder category of Senior Clerk will be governed by M.D.'s Order No. 028/78 dated 26-8-1978.

4. The Stores Assts., who had opted to continue as the feeder category for the post of Senior Clerk will be governed by the rules stipulated by P.S.C. (i.e., 1 : 1 ratio has to be maintained between Junior Clerks and Stores Assts. in promotion to Sr. Clerk).

### VI. RESEARCH AND DEVELOPMENT, TECHNICAL SERVICES AND PROCESS CONTROL DEPARTMENT

#### 1. Junior Chemist

##### (a) Promotion from Asst. Chemist

1. B.Sc., in Chemistry with 3 years experience as Asst. Chemist OR

2. Diploma in Chemical Technology/Engineering with 3 years experience.

##### (b) Direct Recruitment

1. B.Sc., Degree in Chemistry with I Class plus 2 years experience in reputed Chemical Laboratory.

2. M.Sc., in Chemistry with II Class or equivalent.

#### 2. Asst. Chemist

##### (a) Direct Recruitment

1. B.Sc., Degree in Chemistry with II Class OR

2. Diploma in Chemical Technology/Engineering.

#### 3. Laboratory Attender

##### (a) Promotion from Works Assts. in the Laboratory

1. III Form or VII Std. with 5 years experience in the Laboratory as Works Asst.

### VII. WORKS MANAGER'S OFFICE

#### 1. Pharmacist

On deputation from Directorate of Health Services.

#### 2. Library Assistant

##### (b) Direct Recruitment

1. SSLC or equivalent with Diploma in Library Science

#### 3. Library Helper

##### (a) Direct Recruitment

1. III Form or VII Std. with 5 years experience as Library.

### VIII. PERSONNEL DEPARTMENT

#### 1. Sports Assistant

##### (a) Direct Recruitment

1. Graduate with 3 years experience in a company OR

2. SSLC or equivalent with 5 years experience in a Company

3. Proficiency in Sports and Games with experience in Organising Sports and Games activities.

#### 2. Welfare Assistant

##### (a) Direct Recruitment

1. M.A. Sociology or equivalent.

#### 3. Canteen Supervisor

##### (a) Transfer from Process Supervisors.

#### 4. Junior Assistant

##### (a) Direct Recruitment

1. Graduate of a recognised University with 2 years experience in a reputed organisation.

#### 5. Head Cook

##### (a) Promotion from Asst. Cook

1. Literacy with 5 years experience as Asst. Cook.

#### 6. Asst. Cook

##### (a) Promotion from Canteen Mazdoor

1. III Form or VII Std. with 5 years experience as Canteen Mazdoor.

##### (b) Direct Recruitment

1. III Form or VII Std. with 2 years experience in a reputed catering organisation.

7. Canteen Stores Attender
  - (a) Promotion from Canteen Mazdoor
    1. VIII Std. with 2 years experience as Canteen Mazdoor.
  - (b) Direct Recruitment
    1. VII Std. with experience in a reputed catering organisation.
8. Canteen Mazdoor
  - (a) Direct Recruitment
    1. VII Std. with experience in a reputed catering organisation desirable.
- IX. SECURITY DEPARTMENT
  - (1) Supervisor (Yard)
    - (a) Promotion from Chargehand
      1. SSLC with 3 years experience as Chargehand OR
      2. Pre-Degree or equivalent with 2 years experience as Chargehand.
  2. Chargehand (Yard)
    - (a) Transfer from Process Chargehands.
  3. Head Gardener
    - (a) Promotion from Gardener
      1. Literacy and Physical Fitness with 5 years experience as Gardener.
  4. Gardener
    - (a) Direct Recruitment
      1. III Form or VII Std.
  5. Head Dhobi
    - (a) Promotion from Dhobi
      1. Literacy and Physical Fitness with 5 years experience as Dhobi.
  6. Dhobi
    - (a) Direct Recruitment
      1. III Form or VII Std.—Proficiency in Trade.
  7. Sir Safaicar
    - (a) Promotion from Scavenger, Scavenger cum Sweeper/Cleaner/Cleaner Cum Scavenger/Safaicar
      1. Literacy and Physical Fitness with 5 years experience in any one of the above.
  8. (a) Cleaner
    - (b) Scavenger
    - (c) Scavenger Cum Sweeper
    - (d) Safaicar
    - (e) Cleaner Cum Sweeper.
    - (a) Direct Recruitment
      1. III Form or VII Std.—Proficiency in Trade.

11. Gardener
12. Dhobi
13. Safaicar
14. Cleaner
15. Scavenger
16. Scavenger-cum-Sweeper
17. Cleaner-cum-Sweeper

other posts not mentioned in this annexure will come under Skilled Category.

**TRAVANCORE TITANIUM PRODUCTS LIMITED**  
**TRIVANDRUM-21**

Marked "X"

**SUBORDINATE SERVICE RULES**

Proposals

**APPENDIX-III**

Criteria for Promotion

1. Eligibility of candidates for promotion will be considered on the date on which the vacancy arose. Those candidates who possess the prescribed qualifications and experience on the date will be considered for promotion in the order of seniority. In cases where the filling up of posts has been held over by specific order from Managing Director, the date on which sanction is accorded by the Managing Director to fill up the posts will be deemed to be the date on which the vacancies arose for the purpose of this clause.

2. Not more than three candidates shall be considered for every vacancy in accordance with their rank in the feeder category from which promotion is to be made.

3. Completed years of service in the lower grade alone will be reckoned for purpose of seniority. The completed year of service will include the period of probation in a category except such periods of extended probation on the basis of specific orders.

4. Selection will be based on seniority, attendance and Confidential Report as detailed below. Practical or oral test/interview will also be taken into account for promotion wherever applicable.

(a) Seniority:—Two marks will be assigned to every year of completed service of an employee in the feeder category subject to the maximum provided for in the Annexure

(b) Attendance:—(i) An unauthorised absence for 48 or more days during the previous 12 Calendar months will disqualify the candidate for promotion.

(ii) Persons who have availed themselves of leave on loss of pay for average of more than 50 days per year excluding authorised leave on loss of pay due to accident while on duty during the three calendar year previous to the one in which the vacancy arose, will not be considered for promotion. Loss of pay due to suspension also will not be included, if finally the employee is exonerated.

Those who have not availed of leave on loss of pay in the three calendar years preceding the one in which the vacancy arose will be given the full marks allotted for the purpose. Pro-rata reduction will be made in the case of others as given below:—

**ANNEXURE**

**LIST OF UNSKILLED CATEGORIES**

1. Works Assistant
2. Vehicle Cleaner
3. Stores Attender
4. Lascar
5. Attender
6. Peon
7. Laboratory Attender
8. Library Helper
9. Canteen Stores Attender
10. Canteen Mazdoor

No leave on loss of pay	20 Marks
Leave on loss of pay for	1 day 19 "
-do-	2 days 18 "
-do-	3 " 17 "
-do-	4 " 16 "
-do-	5 " 15 "
-do-	6 " 14 "
-do-	7 " 13 "
-do-	8 " 12 "
-do-	9 " 11 "
-do-	10 " 10 "
-do-	11 " 9 "
-do-	12 " 8 "
-do-	13 " 7 "
-do-	14 " 6 "
-do-	15 " 5 "
-do-	16 " 4 "
-do-	17 " 3 "
-do-	18 " 2 "
-do-	19 " 1 "

20 days or more

**Confidential Report**

Average marks in the Confidential Report for a period of three calendar years prior to the year in which the vacancy arose will be reckoned. If the average marks obtained is less than 35% the candidates will be disqualified for promotion.

5 Where more than one employee is promoted to a higher grade on the same date, seniority in the higher grade will be fixed on the basis of the marks obtained by each candidate in the selection. If two candidates obtain the same marks, their seniority will be fixed on the basis of the length of service in the feeder category, the senior employee being placed above the junior. If, however, service in the feeder category is also the same, then their seniority will be fixed on the basis of their total service in the Company. If the total service in the Company is also the same, seniority will be fixed on the basis of their age, the older employee being placed as senior to the younger employee.

6. Trade test will be conducted for appointment/promotion to the post in Category III. Oral test/interview will be conducted in other cases. Candidates who obtain 50 % or more marks in the test will alone be considered for promotion/appointment. For those categories for which no practical/written test/interview are conducted at present, the same rules shall be followed

**ANNEXURE****CATEGORY-I**

Asst. D'man, Junior Chemist, Supervisor, Senior Stenographer, Senior Clerk, Senior Time Keeper, Store Keeper etc.

1. Practical/Written test/Interview	30 Marks
2. Attendance	20 "
3. Confidential Record	30 "
4. Seniority	20 "

Total 100 Marks

**CATEGORY-II**

Chargehands :

1. Practical/Written test/Interview	30 Marks
2. Attendance	20 "
3. Confidential Record	20 "
4. Seniority	30 "

Total 100 Marks

**CATEGORY-III**

All other posts in the Subordinate Service

1. Trade Test/Interview	30 Marks
2. Attendance	20 "
3. Confidential Record	20 "
4. Seniority	30 "

Total 100 Marks

